



Gender & Trade Country Profile Egypt



Empowering Women towards Gender Equality in the MENA Region through Gender Mainstreaming in Economic Policies and Trade Agreements



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Country Team

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Executive Summary

This report presents a **Gender Assessment, Audit and Analysis (GAAA)** of the situation of women in the Egyptian economy and trade is conducted from gender and human rights perspectives. The report establishes a baseline of the status of women in Egypt namely in relation to legal rights, human rights and economic rights, whether there exists a discrimination in the implementation of laws and assess the status of gender mainstreaming at the organizational level and the programme level. Though, Egypt has taken concrete steps towards narrowing gender gaps in several areas namely socially, economically, and politically¹. Similarly, the constitution of 2014 has granted women equal rights to men in education, health and economic participation. Nevertheless, gender disparities in society have proven particularly persistent in all development areas, such as education, health, economic opportunities, and labour force participation. Those areas remain the most significant².

Economic empowerment of women in Egypt faces up diverse and multiple obstacles and barriers. Women are involved in trade, but it is petty trading used to support their reproductive role and improve their contribution to the economic resources of their family. They are excluded from public policies and consequently from those adapted to trade opportunities, higher technology and higher wages³.

In this regard, the regional project in collaboration between CAWTAR and SIDA entitled " Empowering Women towards Gender Equality in the MENA Region through Gender Mainstreaming in Economic Policies and Trade Agreements" intends to produce data and information to present evidence in six countries that are Egypt, Jordan, Lebanon, Tunisia, Morocco and Algeria that show a correlation between Gender and Trade to be used in advocacy, policy dialogue and planning for change towards gender equality.

The initial hypothesis of the country study is that gender is partially mainstreamed in economic policies and trade. To test the hypothesis of the study, it was important to answer an important question: **Why women are able do business in Egypt and are not able to enter commercial markets?**

The analysis is conducted through information gathering to set up a mapping of the main actors and stakeholders, governmental institutions and non-governmental organizations and any other intervening parties from public and private sectors and related mechanisms. The mapping revealed the main targeted stakeholders for the

¹ CAWTAR, the Arab Gulf Program for Development, UN Women, United Nations Development Programme and Ministry of Foreign Affairs of Finland. (2016). *The Arab Republic of Egypt: Overall Context and Gender Equality, Tunis*, P.1.

² Idem.

³ CAWTAR. 2018. *Methodology and Tools to Conduct GAAA Exercise*, CAWTAR: Tunis, pp. 5-12.

GAAA identified from Ministries and other Governmental Institutions, the Civil Society Organizations/CSOs, the specialised regional and international agencies and Private Sector

This is followed by data collection and analysis of disaggregated data by sex, age, regional and other predetermined key factors, for creating a baseline to be used for the situation analysis and later on as evidences for policy dialogue and advocacy as well as indicators for planning and results-based management. Comprehensive literature review and analysis are conducted for policies, programmes and legislations at the national, regional and international levels. Field assessment and analysis of findings were conducted in relation to the Situation analysis. Finally, the assessment provides evidence-based conclusions and effective recommendations.

Moreover, the GAAA assessment depended on both qualitative and quantitative tools. For the qualitative tools, content analysis tools are used to analyse gender, human rights, and trade related content of legislations, trade agreements, strategies, plans and programmes. For the quantitative tools, CAWATR team developed a questionnaire that was distributed electronically to main targeted stakeholders with the objective of examining gender roles, responsibilities, status and inequalities at the organizational, programmes and advocacy levels. In addition, the Country team has also conducted 13 key In-depth interviews with key stakeholders to validate the results of the content analysis tools and the quantitative tools to determine gender gaps, main obstacles facing gender equality, equity and empowerment of women.

The report highlighted that although Egypt has ratified the CEDAW, ICCPR and ICESCR conventions and made significant progress for **Beijing Declaration and Platform for action**, nevertheless, Egypt ranks 134 out of 144 countries in the Global Gender Gap Report 2017 as highlighted in Table (1). It is one of the worst Arab nations for women, based on high rates of violence, including sexual harassment, and low levels of political participation. Both men and, to a lesser extent, women hold inequitable views about gender roles and rights, and a belief that gender equality is a concept foreign to their culture.

Indicator	score	Rank
Gender Gap Index	0.614	135/149
Educational Attainment	0.975	99/149
Health and Survival	0.974	84/149

⁴Source: World Economic Forum. 2018. Gender Gap Index, available at: http://www3.weforum.org/docs/WEF_GGGR_2018.pdf (accessed on 19 December 2018).

Economic Participation and Opportunity	0.421	139/149
Political Empowerment	0.087	122/149

Egypt has the largest education system in the MENA region. However, pre-school education is underdeveloped and rarely integrated with the formal primary education system. The enrolment rate in primary education is only 28%, far from the government’s goal of 80% enrolment by 2030. Moreover, girls are less likely to enroll in secondary school⁵, and overall time spent in education has a gender dimension with boys acquiring 7.4 mean years of education and girls acquiring 5.8.6 This is a result of several factors: i) gender concerns in the design of school spaces; ii) parental and community concerns over girls’ safety in, and traveling to, school; iii) embedded cultural preferences to educate boys; and iv) financial barriers.

Egypt’s economic situation remains challenging despite significant economic reforms in the past two years. The poverty rate has climbed to over 28% and the female labour force participation rate is 22.8%⁶. According to the World Economic Forum (WEF) Gender Gap report, Egypt ranks 138 out of 144 countries in labor force participation.

The study conducted a rapid assessment to assess the extent of gender mainstreaming at the organizational level. The results of the rapid assessment that were answered by thirteen concerned stakeholders reveal that gender is partially mainstreamed in organizations programmes. This is reflected in the answers of respondents that ranges between 50 percent to 75 percent with respect to program planning, programme implementation, technical expertise in gender, monitoring and evaluation of gender impacts of programs, the choice of partners' organizations and the identification of lack of resources and insufficient gender training as obstacles for gender mainstreaming. Similarly, gender is partially mainstreamed in organizations’ policy and communications. This is reflected in the answers of respondents that ranges between 30 percent to 50 percent with respect to the development of gender policy, number of employed women, institutionalization of gender training, gender mainstreaming of the organization advocacy and communication strategy, existence of a set of procedures to regulate gender sensitive behaviours and insufficient budget of gender mainstreaming in the organization.

⁵ UNICEF .2010. *Child Poverty and Disparities in Egypt: Building the Social Infrastructure for Egypt’s Future*, UNICEF: Cairo.

⁶ World Economic Forum. 2017. *Global Gender Gap Report* , available at: <http://reports.weforum.org/global-gender-gap-report2017/economies/#economy=EGY> (accessed on 3 August 2018).

In addition, results of the Key In-depth Interviews confirmed the findings of the rapid assessment at the organizational and programme level. The main findings are:

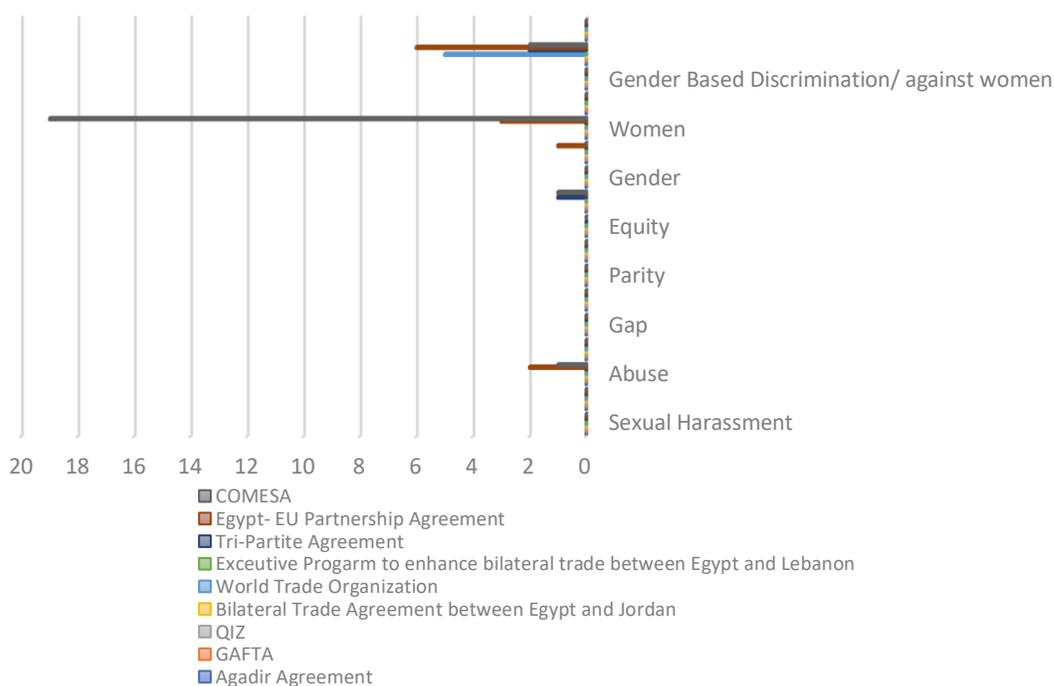
- Successful businesswomen and entrepreneurs are individual examples who managed to find their own way without institutional support at least at the initial phases of their business.
- The society still positions the main role of women as being the **reproductive role**. While, succeeding in the productive role, depends on how women can balance between her obligations in the productive role and reproductive role.
- Social norms and stereotypes still dominate, that is women bear the main responsibility of child care.
- Absence of good quality day care centres with reasonable cost to enable working mothers to get engaged in the private sector or establish her own business.
- Women do not have a wide network in comparison with men, the matter that do not enable women to succeed in business in the same way as men.
- There is disconnection between the education system and the market needs, the matter that has negative impact on gender equality in business, namely due to the fact that girls do not have equal opportunity for education as boys.
- The society does not accept women in leadership positions, the matter that is reflected in the numbers of women who own commercial companies or are shareholders in commercial companies.
- Insufficiency of tailored program for women entrepreneurs that would focus on risk adverse, communication and non-financial skills.
- Women face difficulties in accessing micro and small loans. In addition women face discrimination at the work place namely with regards to wages and training.

To the same end, the study used content analysis tools for Gender and Human Rights in Trade (GHRT). In this regard, it allows checking how many times a selected number of GHRT concepts and keywords are used (quantitative) such as gender, men and women, empowerment, considering the context in which these keywords are used for qualitative analysis and the interpretation of the quantitative findings. The following figure reveals the results of the quantitative content analysis tool used to support and refine the desk review and assessment of the trade agreements that represents the whole corpus.

The below figure reveals that in general gender is not mainstreamed in bilateral and multilateral trade agreements, except for the COMESA Agreement and Egypt-EU partnership agreement, where gender is partially mainstreamed.

On the other hand, the results of the content analysis reveal that gender is mainstreamed in the women mechanism strategy and plans as well as the sustainable development strategy and plan international Country Strategy. While, gender is partially mainstreamed in the national employment program “FORSA Project” implemented by the Ministry of Social Solidarity, trade strategies, namely the export promotion strategy is gender blind.

Figure (1): Word Count for the results of the GHRT Quantitative Tool for Multilateral and Bilateral Trade Agreements



Despite the major achievements claiming were implemented last few years in Egypt, nevertheless the figures and facts reveal the existence of a wide gap in terms of gender equity and equality in relation to human rights, legal rights, Programme level and at the organizational level.

Some legislation included the phrase of direct control of certain persons that may be considered as **discrimination** to the power reserved for some members in the family over females. For example, Article 1 (Income Tax Law No. 91 of 2005): For the application of this law the following words and phrases is defined as the meaning attached to Joined person: as each person related to the tax payer by a relation affecting the tax domain including: wife, husband, ascendants fathers, descendant’s children. Such discrimination is likely to affect negatively the control of women on her own assets.

In addition, the legal system governing **inheritances** according to Law No. 77 of the year 1943 is based on the provisions of inheritance in the Holy Quran. This is applicable for Muslim women. However, for non-Muslims, (Christians and Jews) their religious laws govern their inheritance, personal status, and spiritual leadership. Islamic law is applied in the case of the different religion or religious community or sector. Women have suffered a lot from being preventing from her inheritance rights by her family, the matter that led legislators to undertake an amendment to some laws in 2017 related to inheritance by reducing the period for considered death and give a criminal penalty to persons who prevent or veiling any share of the heirs or documents that prove this share.

Similarly, lack of training and financial resources was identified as major obstacles for mainstreaming gender at the organizational level. In addition, there is no harmonization between the strategies that tackle women empowerment and trade strategies.

Moreover, there exist a wide gap in terms of gender equity and equality in relation to the **economic participation of women** namely with respect to business and trade. Such gaps are illustrated in the following:

- Trade and economic laws, even the newly passed Investment Law and Bankruptcy Law are gender blind.
- Women are not empowered in business with a very low representation in private companies' boards, and boards of specialized trade and commerce organizations.
- Women face difficulties in accessing micro and small loans. In additions women face discrimination at the work place namely with regards to wages and training.
- Moreover, although most of the Bi-lateral and Multi-lateral agreement are gender blind, the problem lies in the discrimination in availing data and information as well as support to large exporters that are mostly dominated by men.
- Similarly, there is no harmonization between strategies and the economic empowerment of women, i.e. clear strategies for empowering women, where the exports promotion strategy is gender blind.
- Finally, programs implemented by civil society organizations or the government namely, FORSA project focus on targeting vulnerable household with the concept of income generating activities, and not economic empowerment with no reference at all to business and trade opportunities.
- There is **discrimination** against women in terms of the implementation of the bilateral and multilateral trade agreements as revealed by business women in the conducted Focus Group Discussion and Key in-depth interviews (KII), as most of services and facilities that are offered by various government bodies that target bigger business men and there are no specific facilities, incentives, or training

offered for women. Moreover, all **advocacy and awareness** efforts implemented by Ministry of Trade and Industry and the Federation of Egyptian Industries mostly target bigger companies that are mostly dominated by men.

- Women face problems in accessing financial resources.
- Absence of tailored program for women entrepreneurs that would focus on risk averse, communication and non-financial skills.
- Absence of good quality day care centres with reasonable cost to enable working mothers to get engaged in the private sector or establish her own business.
- Absence of comprehensive programs at the governorates level that would tackle the illiteracy of rural women and work on enhancing their technical skills and enable them to start up their own business.

Nevertheless, there exist successful examples that managed to address one or more of the above obstacles and provide successful examples towards the elimination of gender gaps and discrimination against women in participation and economic empowerment.

- *In 2017 Egypt has launched the “**National Women’s Strategy 2030**”. The Strategy is comprised of four main pillars; political empowerment and leadership; economic empowerment; social empowerment; and protection; with Legislation, culture as cross cutting and 35 SDG’s indicators. It is devised to enact women’s constitutional rights that foster principles of equality and non-discrimination, equal opportunity, and protection. It is not a standalone strategy for women’s empowerment, but rather a roadmap for the Egyptian society at large, especially men, youth, and all state institutions.*

The **Egypt Network for Integrated Development**⁷ (ENID) was established in April 2012 to develop viable and sustainable employment opportunities in Upper Egypt with a set of four programs: Medium Small and Micro Enterprises (MSMEs) and Entrepreneurship; Agricultural and Off-Farm Development; Upgrading Basic Services; and Knowledge and Dissemination Hub. ENID works mainly in Egypt’s second poorest governorate, namely Qena where the poverty rate reaches 58%, with a goal of replicating the approach across rural communities to address rural-urban disparities in poverty and economic opportunity. ENID approach is to provide literacy classes first to women beneficiaries, then to proceed with entrepreneurship activities and skills formation for the women beneficiaries. The project also provides preschool classes for the children of these women. ENID’s interventions ensure that current markets are not crowded out as it promotes products that are entirely new and that utilize innovative tools and production techniques. This process is designed to be inclusive, such that

⁷ Egypt’s Network for Integrated Development, available at: <http://www.enid.org.eg/> (accessed on 5 August 2018).

local beneficiaries and NGOs can sustain the activities after ENID's project mandate ends.

Nilepreneurs initiative started in 2017⁸. This initiative is founded and funded by the Central Bank of Egypt and the Nile University with the objective of enhancing the ecosystem for entrepreneurs in Egypt through its different programs, developing, qualifying and increasing the capabilities of young entrepreneurs in small and medium enterprises, by benefiting from the points of excellence at Nile University in scientific and research expertise. The initiative works on establishing business hubs for eleven commercial banks that target all regions of Egypt that provides non-financial and financial services to small and medium young entrepreneurs. The initiative is currently hiring a gender coordinator to ensure that gender is mainstreamed in its programs and services.

To eliminate gender gaps and discrimination in general there are several legal reforms that needs to be undertaken, namely:

- Liberalization of the legislations of commercial activities that address women from any influence by personal affairs rules specifically any direct influence and / or control or permissions.
- Harmonize the amended constitution of 2014 and other national laws such as the labour law, the family law, and the Penal Code from one side, and the Egyptian International Obligations from another side.
- Reviewing legislations and laws for trade and economics and amending them through adding gender words like men and women, males and females.

To eliminate gender gaps and discrimination against women with respect to participation and economic empowerment, there is a need to change the following:

Changing social norms and stereotypes that positions men to dominate the economic and business fields, and women as the main caregivers for children, through:

- Implementing, awareness companies through specialized media channels by the NCW and Business Women Associations.
- Encourage the government and the private sector to enhance the quality of the service provided of public day care centres and works on establishing semi-private day care centres with reasonable cost that operates for longer working hours.

Quality and access of girls' education through implementing the following:

⁸ For more details about Nilepreneurs please see [HTTP://NU.EDU.EG/NEWS/NILEPRENEURS-A-NEW-INITIATIVE-BY-THE-CENTRAL-BANK-TO-SUPPORT-SMALL-AND-MEDIUM-ENTERPRISES/](http://nu.edu.eg/news/nilepreneurs-a-new-initiative-by-the-central-bank-to-support-small-and-medium-enterprises/)(accessed on 6 August 2018).

- Provide strict procedures to reduce the girls dropping out of schools and reduce illiteracy.

Enhance the technical and non-financial skills of women through implementing the following

- Disseminate of training programs for girls and women to strengthen their skills with the objective of integrating them within the labour market and in the development process.
- Replication of successful models such as ENID, and Business Incubators programs nationwide.

Facilitate access to financial resources through:

- Simplification of the small and medium loans procedures for women provided by commercial banks through Nilepreneurs and Business Incubators that needs to expand their network nation-wide.

Provide gender training for staff at the organizational level that can be implemented through

- Strengthen the established monitoring and evaluation system at the National Council of Women to undertake an assessment bi-annually and track the progress of equity/gender equality in programming and equality/ gender equity at the organizational level.
- Provide training for all staff levels and senior management at organizations/ institutions all over Egypt should be put a high priority in the agenda of the NCW and Business Women Associations.
- Efforts should be exerted by the NCW towards integrating gender policy in the HR rules in both the private and public sector companies.
- The Central Agency for Public Mobilization and Statistics and Business Women Associations to monitor general indicators for measuring gender equality and equity in professional trade and business bodies.

Awareness of available business and trade opportunities that can be implemented through:

- Foundation of a wide database for commercial legislations and laws, needs and requirements for women commercial projects that provides information about funds in the commercial fields and workers opportunities.
- Implement awareness campaigns for commercial and trade rights and procedures for women entrepreneurs and businesswomen.
- Avail all information related to exports opportunities that result from the bi-lateral and multilateral trade agreements to women entrepreneurs and businesswomen.

Consistency and harmonization between women strategies and plans from one side and trade and business strategies and plans from the other side through:

- Include specific reference to gender and gender mainstreaming for all strategies, plans and programmes that tackles the issue of business and trade as women participate in all economic sectors as entrepreneurs and as businesswomen.

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List of Abbreviations/Acronyms

CAWTAR	Centre for Arab Women for Training and Research
CEDAW	The Convention of the Elimination of all forms of Discrimination against Women
CEO	Chief Executive Officer
COMESA	The Common Market for Eastern and Southern Africa
ELMPS	Egyptian Labour Market Panel Survey
ENID	Egypt Network for Integrated Development
FEPS	Faculty of Economics and Political Science
FGDs	Focus Group Discussions
FY	Fiscal Year
GAAA	Gender Assessment, Audit and Analysis
GAD	Gender and Development
GAFTA	Greater Arab Free Trade Area
GDP	Gross Domestic Product
GGI	Gender Gap Index
GHRT	Gender and Human Rights in Trade
ICCPR	International Convention on Civil and Political Rights
ICESCR	International Convention on Economic, Social and Cultural Rights
ILO	International Labour Organization
KII	Key In-depth Interviews
MENA	Middle East and North Africa
MSMEs	Medium, Small and Micro Enterprises
NCW	The national Council for Women
OECD	Organization for Economic Cooperation and Development
SIDA	The Swedish International Development Cooperation Agency
QIZ	Qualified Industrial Zones
UN Women	United Nations Entity for Gender Equality and the Empowerment of Women
VAT	Value Added Tax
WEF	World Economic Forum
WFTO	World Fair Trade Organization
WTO	World Trade Organization

INTRODUCTION

1. Context of the Country

Egypt's Constitution of 2014 stipulates that Egypt is a sovereign, united and indivisible state. It is a Republican democratic system based on citizenship and rule of law⁹. Egypt's political system is based on political and partisan plurality, peaceful transformation of power, and balanced separation of powers. The President of Egypt is the head of the state, the head of the executive authority and is required to appoint a Prime Minister who forms the government, introduces its programs to the House of Representatives (the principal legislative body), endorse the general policy, the general social and economic development plan, the general budget of the state and exercising monitoring and supervision over the performance of the executive authority¹⁰.

The Egyptian Judiciary is comprised of secular and religious courts, administrative and non-administrative courts, a Supreme Constitutional Court, penal courts, civil and commercial courts, personal status and family courts, national security courts, labour courts, military courts, as well as other specialized courts or circuits. The Supreme Constitutional Court was established in 1970 replacing the Supreme Court established in 1960 and has exclusive jurisdiction to decide questions regarding the constitutionality of laws and regulations, as well as negative and positive conflict of jurisdiction¹¹.

According to 2017 census, Egypt's population reached 96.3 million. Total number of males reached 49.6 million compared to 46.6 million for total number of females. The percentage distribution of population by age group is the highest for the age group (0-14), where it reaches 34.2 percent, followed the age group (25-49), where the percentage reaches 33.3. The percentage distribution of the age group (15-24) is 18.2 percent. Similarly, the percentage distribution of the age group of population (50-59) is 7.7 percent, and for the age group 60+ is 6.7 percent¹².

Egypt's economy was based on agriculture; mainly cotton and fruits, and then it started gradually to move towards industry and services. Tourism constitutes one of the main economic pillars, in addition to the revenues of the Suez Canal for international navigation and other natural resources such as oil and gas¹³. The uncertain political, security, and policy environment since 2011 caused economic growth to slow significantly, hurting tourism, manufacturing, and other sectors and pushing up

⁹ CAWTAR, the Arab Gulf Program for Development, UN Women, United Nations Development Programme and Ministry of Foreign Affairs of Finland. (2016). The Arab Republic of Egypt: Overall Context and Gender Equality, Tunis, P.1.

¹⁰ Idem

¹¹ Idem.

¹² Central Agency for Public Mobilization and Statistics. 2018, available at: <http://www.capmas.gov.eg/> (accessed on 5 July 2018).

¹³ CAWTAR et al. (2016), P.1.

unemployment, which remains above 10%¹⁴. Weak growth and limited foreign exchange earnings have made public finances unsustainable, In 2015-16, higher levels of foreign investment contributed to a slight rebound in GDP growth after a particularly depressed post-revolution period¹⁵.

In 2014, the Government started implementing a bold and transformational reforms program, aimed at spurring the economy, enhancing the country's business environment and staging a balanced and inclusive growth. The first wave of reforms package focused on rebalancing the macroeconomic aspects, which included difficult policy choices that were adopted simultaneously; such as the VAT Law, reducing energy subsidies, containing the high growth of the wage bill and the liberation of the Egyptian Pound¹⁶. The second wave of reforms targeted improving governance and investment climate, which includes the Civil Service Reform Law, that was passed in October 2016, in addition to a set of undergoing reforms targeting to remove investment barriers and attract local and foreign investments. The Government of Egypt's reform program is widely endorsed by key Development Partners, including through the World Bank's programmatic Development Policy Financing series, the IMF Extended Fund Facility and the African Development Bank parallel financing¹⁷.

The implementation of reforms along with the gradual restoration of confidence and stability are starting to yield positive results. The economy is gradually improving with the annual rates of Gross Domestic Product (GDP) growth reaching 4.3 percent in 2015/2016, up from an average of only 2 percent during the period 2010/11-2013/14 and grew at 5.2 percent in Fiscal Year (FY)18, compared to 3.7 percent a year earlier, mainly driven by investment, exports and consumption. The overall budget deficit declined in the first half of FY17 to 5.4 percent of GDP, down from 6.4 percent in the same period in FY16, then decreased by 1 percentage point to 4.4 percent and 0.3% of GDP, respectively, during FY18 (July/June), compared to the same period the year before. Following the floatation of the local currency, the exchange rate has initially displayed some volatility, but has subsequently started to strengthen, notably with the strong foreign investor demand for local debt instruments. Net international reserves surged to a record high of US\$42.5 billion in End-February 2018, after the most recent international bond issuance of US\$4 billion Eurobond to help plug the country's financing needs.

¹⁴ Index Mundi. 2018, available at: https://www.indexmundi.com/egypt/economy_overview.html (accessed on 2 July 2018).

¹⁵ Idem.

¹⁶ World Bank. 2018, available at: <https://www.worldbank.org/en/country/egypt/overview> (accessed on 2 July 2018).

¹⁷ Idem.

To alleviate the adverse effects of the economic reforms on the poor and vulnerable, the government has scaled up key social protection short-term mitigating measures, including through higher allocations of food smart cards and targeted cash transfer programs and shifting from generalized energy and food subsidies to more poverty targeted programs¹⁸.

Despite the Government's current efforts, social conditions remain difficult due to the episode of high inflation and the erosion of real incomes. While extreme poverty in Egypt is almost eradicated, high inflation over the course of FY17 has taken a toll on social and economic conditions. Regional disparities are an enduring characteristic, where Upper Rural Egypt continues to lag behind other regions, with poverty rates reaching as high as 60 percent in some governorates. Although, the unemployment rate has declined to 11.3 percent in the second quarter of FY18, reaching its lowest level since 2010, still, unemployment remains high especially among youth and women¹⁹.

The ability of the private sector to create jobs (especially for the youth and women) is critical to reap the benefits of the reforms and mitigate the impact on the non-poor but vulnerable and the middle class. To that end, the government has introduced a series of key legislative reforms to enhance the business environment. These include a new industrial licensing law, investment law, bankruptcy law, capital markets law, as well as amendments to the companies' law, each dealing with important aspects of the business environment in Egypt. The effect of such extensive reforms on private sector activity and job-creation will depend on their effective implementation²⁰.

Going forward, the economy is expected to continue recovering over the medium-term. Growth is expected to increase, and budget deficit is projected to continue declining. However, this positive outlook is conditioned by the Government's ability to address real sector problems that hinder the competitiveness of the Egyptian economy and undermine growth prospects, in particular, a cumbersome business environment and the absence of a level-playing field²¹.

2. Framework of the Study

Egypt has taken concrete steps towards narrowing gender gaps in several areas namely socially, economically, and politically. Although the constitution of 2014 has granted women equal rights to men in education, health and economic participation, nevertheless, gender disparities in society have proven particularly persistent in all

¹⁸ World Bank. 2018, available at: <https://www.worldbank.org/en/country/egypt/overview> (accessed on 2 July 2018).

¹⁹ Idem.

²⁰ Idem.

²¹ Idem.

development areas, such as education, health, economic opportunities, and labour force participation. Those areas remain the most significant²².

Economic participation of women in Egypt faces up diverse and multiple obstacles and barriers²³. Women are involved in trade, but it is petty trading used to support their reproductive role and improve their contribution to the economic resources of their family. They are excluded from public policies and consequently from those adapted to trade opportunities, higher technology and higher wages. However it is worth to note that financial inclusion is targeting women as well.

Even, if they are not gender sensitive, there is no intended discrimination in the Trade Agreements, but it is not the case as regard to the way their provisions are implemented on the ground. Indeed, the effect of trade policy on economic and social activities tend to be different between men and women as they have different economic and social roles, and different access to and control over resources. Women tend to be more affected by the negative side effects of trade liberalization²⁴ and are facing bigger challenges than men when it comes to taking advantage of the opportunities trade offers. They also have different impact and influence on trade patterns and policies. This is because, worldwide, women and men have different access to ownership and control of productive resources (land, credit, their own labour), decision making and participation.

It is fair to claim that historically gender hasn't been studied alongside trade, because it was thought of as being "gender neutral"²⁵. It aims to bring to light gender issues in Trade because this complex component (i.e. gender) and its impacts have often been left out in the analysis when it relates to the effects of structural adjustment and Trade Liberalization on Women.

To the same end, accurate information related to the status and place of women in economy and business is limited, even if a number of constraints and challenges facing women enjoyment of their economic rights are well identified to only quote: women's limited access to credit, trade related information as well as weak capacity in terms of knowledge and skills with absence of participation to decision making with limited liberties in both public and private life²⁶.

Thus, the regional project in collaboration between CAWTAR and SIDA entitled "Empowering Women towards Gender Equality in the MENA Region through Gender

²² CAWTAR. 2018. Methodology and Tools to Conduct GAAA Exercise, CAWTAR: Tunis, pp. 5-12.

²³ Idem.

²⁴ CAWTAR. 2006. Gender Impact of Trade Liberalization in the MENA Region, CAWTAR: Tunis, pp.76-80.

²⁵ CAWTAR (2018), PP. 8-12.

²⁶ Idem.

Mainstreaming in Economic Policies and Trade Agreements" intends to produce data and information to present evidence that show a correlation between Gender and Trade to be used in advocacy, policy dialogue and planning for change towards gender equality.

The initial hypothesis of the study is that gender is partially mainstreamed in economic policies and trade. To test the hypothesis of the study, it was important to answer an important question: **Why women are not able to enter commercial markets and are able do business in Egypt?**

Thus, a **Gender Assessment, Audit and Analysis (GAAA)** of the situation of women in the Egyptian economy and trade is conducted from gender and human rights perspectives to establish a baseline of the status of women in Egypt namely in relation to legal rights, human rights and economic rights, whether there exists a discrimination in the implementation of laws and assess the status of gender mainstreaming at the organizational level and the programme level.

The exercise is organized at two steps as follows:

a. Designing the Gender and Trade Country profile (analysis of the country specific context)

The analysis is conducted through information gathering to set up a mapping of the main actors and stakeholders, governmental institutions and non-governmental organizations and any other intervening parties from public and private sectors and related mechanisms.

This is followed by data collection and analysis of disaggregated data by sex, age, regional and other predetermined key factors, for creating a baseline to be used for the situation analysis and later on as evidences for policy dialogue and advocacy as well as indicators for planning and results-based management.

Comprehensive literature review and analysis are conducted for policies, programmes and legislations at the national, regional and international levels. Field assessment and analysis of findings were conducted in relation to the Situation analysis. Finally, the assessment provides evidence-based conclusions and effective recommendations.

b. Undertaking the GAAA with the main stakeholders; both claimholders and duty bearers

The GAAA assessment depended on both qualitative and quantitative tools. For the qualitative tools, content analysis tools are used to analyse gender, human rights,

and trade related content of legislations, trade agreements, strategies, plans and programmes.

For the quantitative tools, CAWTAR team developed a questionnaire that was distributed electronically to main targeted stakeholders with the objective of examining gender roles, responsibilities, status and inequalities at the organizational, programmes and advocacy levels.

The Country team has also conducted 13 key In-depth interviews with key stakeholders to validate the results of the content analysis tools and the quantitative tools to determine gender gaps, main obstacles facing gender equality, equity and empowerment of women.

The report comprises three parts. Part I is dedicated to highlight issues related to gender equality, human rights and development. It portrays main important indicators for gender, rights and development. It also highlights the legal and human rights including economic and social rights and presents policies / strategies and mechanisms at national in relation to gender equality and the economic empowerment of women. While, Part II is dedicated to the GAAA Gender and Trade, where it presents the findings of the survey at the organization, programmes and advocacy levels. Finally, Part III is dedicated to highlighting the achievements in relation to gender equality and economic empowerment of women with special focus on trade as well as highlighting the gaps that needs to be addressed and the way forward.

Part I: GENDER EQUALITY, HUMAN RIGHTS & DEVELOPEMENT

This part portrays the existing situation of gender equality, human rights and legal and economic rights in Egypt, and specifically with respect to health, education and political participation. In doing so, it highlights the main causes behind the decrease of women participation in business and it draws specific recommendation on how to bridge the gender inequality gap.

I.1. Gender, rights and development indicators

Table 1: Sex-Disaggregated Data²⁷			
Education, Health& RH, public participation			
Indicator	Female	Male	Sex-ratio
Gender Inequality Index (2018), ranking 135 out of 149 countries.			(0.614)
Education			
Literacy rate	75.0	86.5	0.87
Educational attainment, ranking 99 out of 149			0.975
Primary level	97.6	96.5	1.01
Secondary level	81.6	81.3	1.00
Tertiary level	34.8	34.0	1.02
Health / Sexual & Reproductive Health			
Life expectancy at birth	62.4	59.9	1.04
Mortality, childbirth: age-standardized death	33		
Political Participation / Participation In Governance			
Women Members of the parliament/MPs	14.9	85.1	0.18
Women at ministerial positions (# or %)	11.8	88.2	0.13
Women in the judiciary (# or % if available)			
Economic Participation and Opportunity			
Economic participation and opportunity 139 out or 149			0.481
Labour force participation	24.1	77.7	0.31

²⁷ Source: World Economic Forum. 2018 : <http://reports.weforum.org/global-gender-gap-report-2018/data-explorer/#economy=EGY>

Estimated earned income (US\$, PPP)	5, 102	17, 920	0.28
Legislators, senior officials, and managers	6.4	93.6	0.07
Professional and technical workers	38.4	61.6	0.62

Table (1-1) presents the score and the rank of the Gender Gap Index (GGI) developed by the World Economic Forum as a framework for capturing the magnitude of gender-based disparities and tracking their progress over time. The Index benchmarks national gender gaps on economic, education, health and political criteria, and provides country rankings that allow for effective comparisons across regions and income groups. The GGI examines the gap between men and women in four fundamental categories (sub-indexes): Economic Participation and Opportunity, Educational Attainment, Health and Survival and Political Empowerment. The scores and the ranking of the overall GGI and the four sub-indices reveal that the gender equality in Egypt is still very low on the economic, health, education and political side, and a lot of efforts need to be undertaken to close these gender gaps.

Such figures are consistent with the national statistics of education that reveals that the percent of illiteracy among females are 50 percent compared to 29 percent among males. While, the percent of females in primary education reaches 8 percent compared to 10 percent among males, and the percent of females in tertiary education reaches 4 percent compared 7 percent among males. In health, the use of contraception methods is mostly used by women, where the percent of use reaches 99.5 percent compared to 0.5 percent by men²⁸. Similarly, the national statistics reveal a wide gender gap in political participation, where the representation of women in the Parliament reached 14.9 percent, and women participate by 0.6 percent only in Judiciary and undertake only 22.6 percent of senior positions in the government²⁹.

It is important to note that the Minister of Education has issued a decree on the 19th of October 2018 that exempts female heads of households, divorced women and widows from the fees of public, language experiential and language schools. However, the national statistics reveals that a lot of efforts need to be undertaken to close the gender illiteracy and education gap.

I.2. Legal Rights and Human Rights

Egypt is committed to **the international conventions of human rights** that were ratified by it. These international conventions have the force of law after publication in

²⁸ CAPMAS.2017. Men and Women in Egypt, CAPMAS: Cairo.

²⁹ Idem.

accordance with the specified circumstances. Egypt ratifies the International Convention on Civil and Political Rights (ICCPR), the International Convention on Economic, Social and Cultural Rights (ICESCR) in 1982, the Convention on the Elimination of all Forms of Radical Discrimination in 1967, the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) in 1981 with some reservations as they contradict some provisions of Islamic Sharia. The same reservations apply to some articles of the International Convention of Civil and Political Rights.

It is important to note that Egypt's major achievements in promoting gender equality and the empowerment of women since the adoption of the **Beijing Declaration and Platform for action**³⁰, 1995. The Progress made in the Implementation of the Critical Areas of concern of the Beijing Platform for Action Since 2009 in relation to gender and trade are:

The Education and Training of Women under strategic objectives: eradicate illiteracy among women, raising the efficiency of education and training for women, and promoting the right to education and training³¹.

Main achievements include: Continuous efforts are made by the General Authority for literacy and Adult Education through the inclusion of additional training and development programmes for teaching rural women new skills that would economically enable them as a plan to encourage them to attend literacy classes. Further development and expansion of literacy programs are constantly being introduced, allowing more females in rural areas who had missed on the opportunity of education, to engage in such classes³².

The literacy Act pertaining to establishing the literacy Institute has been amended to allow for more autonomy and decentralization in its decisions, planning and implementation, through enabling Governors and local administrations to plan and set literacy schemes that consider the social and economic dimensions of each province³³.

Moreover, Article 3 of Law No. 139 of 1981 for education stipulate that pre-university education is a right for all citizens in state schools free of charge or Fees for educational or educational services. Similarly, Article 15 stipulated that basic education is a right for all Egyptian children who are six years old and the state is committed to providing it, and the parent or parents are obliged to implement it for a period of nine years³⁴.

³⁰ The National Council of Women. 2016. National Report on Beijing +20, NCW: Cairo, pp.1-20.

³¹ Idem.

³² Idem

³³ The National Council of Women, 2016.

³⁴ Idem.

In addition, Article 70 of the Civil Service Law no. 81 for the year 2016 stipulates that an employee who exceeded the age of 50 may apply a request for early retirement unless disciplinary measures have been taken against him. The unit must respond to this request in accordance with the executive regulations. In this case, his insurance rights shall be settled as follows: First: If he has not exceeded the age of 55 years old and the duration of his participation in the social insurance system is twenty years and he has been in the position for more than one year. He shall be promoted to the upper job from the day preceding the date of his transfer to the retirement and his insurance rights shall be settled after his promotion on the basis of his contribution period in the social insurance system in addition for a five years bonus as a participant in the insurance system , Second: If he has exceeded the age of fifty-five and has exceeded the period of participation in social insurance for twenty years, his insurance rights are settled on the basis of the period of participation in social insurance system plus the remaining period to reach the age set for retirement at 60 years old or five years, whichever is less.

The establishment of 1331 of what is considered as ‘Girl Friendly Schools’ and ‘Society Schools’ in 2012, aiming to give a real opportunity to girls from poor families and drop outs aged from 6-14 to catch up with their education. These girls often drop out due to the lack of a nearby governmental school, as well as their local customs and traditions that does not allow for girls to go unaccompanied for long distances³⁵.

The branches of the National Council for Women nationwide launch initiatives for literacy in cooperation with the General Authority for Literacy and Adult Education and the executive bodies of each province.

Women and Health under strategic objectives strengthen preventive programs that improve women's health, encourage research and the dissemination of information on women's health, and raise the level of health services for women in all stages of their lives³⁶.

Main achievements include intensive efforts for the state to inform women on the available health services and means of prevention and protection from diseases in general or family planning services provided through its institutions.

The Ministry of Education has incorporated the components of reproductive health within its curriculum, especially at the secondary level³⁷.

³⁵ Idem.

³⁶ Idem

³⁷ Idem.

The Ministry of Health initiated a national campaign for early detection of breast cancer since 2007 and the adoption of a standardized system for recording cases of tumours at the national level and the creation of the National Program for Women's Health.

Law No. 23 of the year 2012 on health insurance for women heads of households, committed the General Authority for Health Insurance to provide therapy services and medical care for women breadwinners in the health institutions specified by the Commission be that within or outside its subdivision, according to the levels of medical service and the rules established by decree of the Minister of Health and Population³⁸.

Violence against women under strategic objectives provision of legal protection for women to ensure that they are not exposed to violence, and the application of the international conventions that guarantee women's rights to be free from violence³⁹.

Main achievements in relation to legal protection include amendments of the Penal Code in 2011 to have a separate section on the crimes of indecent assault and corrupting the morals to rule a more severe punishment in case such crimes fall on women or girls. Were the punishment may reach death penalty in the case of rape and the imprisonment of not less than seven years in the case of sexual assault on children under 12 years of both genders, and harsh imprisonment of not less than ten years in the case of the kidnapping of a female⁴⁰.

Moreover, Article 306 repeated (b): the Egyptian Penal Code No. 58 of 1937 stipulates that a sexual harassment shall be considered if the crime provided for in article 306 bis (a) of this law is committed with the intention of the defendant to get the victim's benefit of a sexual nature. The offender shall be punished by imprisonment for a period not less than one year and a fine of not less than ten thousands pounds and not more than twenty thousands Pounds or one of these two penalties.

If the offender is one of the persons stipulated in the second paragraph of Article 267 of this law, or has a functional, family or study authority over the plaintiff or exercised any duress that the circumstances allow him to practice against the plaintiff, or the crime was committed by two or more persons or at least one of them Carries a weapon that the penalty shall be restricted to be imprisonment for a period not less than two years and not exceeding five years and a fine not less than twenty thousand pounds and not more than fifty thousand pounds.

Thus, it is clear that this amendment for the penal code serves the protection of women on many field form harassment and violence by defining, detailing and restricting

³⁸ The National Council of Women. 2016.

³⁹ Idem.

⁴⁰ Idem.

penalties for sexual harassment in many cases like educational and work authority upon women and even any circumstances can give a pressure to be practiced upon women for sexual interest which may occur in the economic field which clearly can help for more protection and equality in economic and trade practice from and danger can be faced by women .

It is important to note that Egypt is working now on amending the current Labor Law (no. 12 for the year 2003), and NCW has reviewed it and presented its suggestions. NCW also reviewed the decrees that restrict some of women's occupations. Additionally, NCW is currently studying the appropriate legislative framework for domestic workers as well as their legal status and a draft law is being prepared in this regard.

Moreover, The Civil Service Law (no. 81 for the year 2016) grants working mothers 4 months' maternity leave instead of 3 months in compliance with the international labor standards.

The National Council for Women (NCW) has established the Women Ombuds's office to help them in getting their rights and launched in 2007 the implementation of the project "violence against women", which included the following outputs: a comprehensive study on the phenomenon of violence against women at the level of the republic in 2009, as well as a framework for a national strategy to combat violence and the Planning of future activities associated with them⁴¹.

The implementation of a national campaign against female circumcision as one of the manifestations of violence and violation of the child's body, were the Minister of Health issued a decree banning doctors and nurses to perform circumcision, moreover, the Children's Act of 2008 was passed to criminalize female genital mutilation. Furthermore, in their attempt to address the phenomenon, the National Council for Women and the National Council for Childhood and Motherhood and the National Council for Population implemented a national program aimed at promoting the creation of a public opinion that opposes this phenomenon in all⁴².

Women and Economy under strategic objectives increase the participation of women in the labour market, combating female unemployment, emphasizing that women benefit from their participation in development, and empowering women to strengthen their capacities and self-reliance and increase its contribution to the economic and sustainable development planning⁴³.

⁴¹ The National Council of Women. 2016.

⁴² Idem.

⁴³ Idem.

Main achievements include address specific gaps between men and women in training and wages, granting equal opportunities for young men and women in new jobs for the Government sector, enacting the principle of reporting on discrimination against women and taking advantage of the mechanism to monitor discrimination. Moreover, expansion in the establishment of training centres for the preparation of the technical staff of the women needed by the emerging investment opportunities, and the establishment of technical support centres for training women for the labour market in the industrial field. Moreover, linking their small projects to a marketing system helps the continued success of these projects, thus contributing to the strengthening of the national income⁴⁴.

Activating the role of the equal opportunity units which the Council had called for to be established in all ministries and enable them to monitor quarterly the status of gender equality projects at the ministries, as well as the status of implementation of projects aimed at the poorest women, such as the project "Support to Women Heads of Household"⁴⁵.

The Micro, Small and Medium Enterprise Development Agency (MSMEDA) - formerly the Social Fund for Development. UNDP supported MSMEDA in establishing a Gender Unit to mainstream gender in all of its programmes and operations, both at central and local levels. The Gender Unit has conducted several in-house training sessions, produced promotional materials to advocate for women's economic empowerment as well as implemented a pilot gender equality strategy and action plan. The unit is also assessing MSMEDA's financial and non-financial services from a gender lens to provide a renewed strategic direction, focused on fostering women's economic empowerment.

To the same end, the 2016/2017 national budget included an allocation of 250 million Egyptian pounds to increase public nursery schools. This allocation was increased to EGP 500 million in the 2017/2018 budget and EGP 600 million in 2018/2019. This is to support women's engagement in the private sector.

NCW's implementation mechanism for women's economic empowerment is the Women Business Development Centre (WBDC). It was established in 2002 to implement NCW's mandate for the economic empowerment of women. The center was ranked in 2013 by the OECD as one of the leading providers of business development support services for women in the MENA region. Since its establishment, WBDC has carried out numerous activities in areas ranging from ICT, vocational and entrepreneurship training for

⁴⁴ The National Council of Women. 2016.

⁴⁵ Idem.

MSMEs and new graduates, to soft skills and capacity building for government agencies and youth groups.

In 2018, NCW established an online National Observatory of Women (ENOW) that will follow up on the National Women's Strategy 2030's implementation through the rigorous application of monitoring and evaluation mechanisms, including the establishment of baselines and indicators to measure and track progress. The NWO provides sex disaggregated data to help all the stakeholders in collecting data and analyzing women's relative situation to men. The NWO contains 35 indicators of monitoring the National Women's Strategy 2030, these indicators are set to be monitored each five years until reaching 2030.

Moreover, Egypt has witnessed several gender budgeting pilot projects and initiatives, which were led mostly by the Ministry of Finance and supported by NCW and some of the international partners. Moreover, Egypt's General Budget Law in article 16 (Law No. 53 of 1973) stipulates that State's budgeting must adhere to a Gender Responsive Budgeting approach. With these efforts Egypt was considered as a leader of GRB in the Arab world. The Government plans to implement the gender-sensitive budget system as of 2018/2019, and Setting the framework of the program budgets and performance within the work of the government, in 2017/2018 for 9 ministries, in 2018/2019 for 16 Ministries, and 7 ministries in 2019/2020.

In addition, since 2018, 19 government institutions have started implementing the Program and Performance Budget which supports the women's empowerment programs.

It is important to note that One Village One Product reached out to 590 women and around 2,950 extended family members to provide them with tailored finance, training, production tools and business development support. For this, UN Women funded by the EU in cooperation with the Social Fund for Development, NCW and Care Egypt focused on one village that is known for one product, and grouped women in productive clusters to run their own business independently. In 2015, OVOP has developed four clusters in four governorates: the dairy cluster in Beni Suef, artichoke cluster in Beheira, papyrus cluster in Menofia, and handmade carpets cluster in Sharkia. These interventions have boasted the livelihood of the targeted women producers and provided them with opportunities for economic advancement. It has also built the capacity of five micro-finance NGOs to provide continuous access to finance and to open markets to rural women, beyond their immediate channels that are mainly restricted to men.

In celebrating the first year ever of women in Egypt and activating the Economic empowerment pillar in the National Women strategy 2030, The Central Bank of Egypt (CBE) in September 2017 signed a protocol of action with NCW; which will place Egypt as the first Country to have its CB sign an agreement with a National Women machinery worldwide. The Cooperation between the CBE and the NCW served NCW's major economic empowerment project in the year of women. The NCW is designing the first Women financial inclusion technology platform (Service aggregator). A comprehensive financial inclusion application that will be the first platform to combine existing financial and Non-financial services within the economic empowerment programs in Egypt. The goal of the application is to create clear linkages between all existing and potential projects such as National Citizenship Initiative, Village Savings and Loan Association program implemented by UN Women, and Takaful & Karama implemented by the Ministry of Social Solidarity. Consequently, allowing all Egyptian women and girls to have access to the financial systems.

To the same end, NCW, in collaboration with the banking sector for the first time, has conducted awareness sessions on banking products and financial services in 27 governorates. These awareness sessions have reached 58,202 women in 2018. Additionally, NCW has conducted a Training of Trainers (TOT) program on financial inclusion; the program has reached 940 rural women leaders and NCW's heads of branches in the governorates in 2018.

In 2018, the Egyptian Center for Economic Studies in collaboration with NCW and the Canadian government have launched the "Egyptian Women's Entrepreneurship" manual. In the effort for achieving economic and legislative policies that are gender responsive. In this regards, NCW has organized 492 seminars to raise awareness on the benefits of small businesses and their contributions to women's income. These seminars have reached 66,480 women.

Moreover, in 2018, NCW in collaboration with the Bank of Alexandria and Sawiris Foundation for Development have started an on-going initiative for supporting female entrepreneurs in marketing their unique products locally and internationally. Since that time, through this initiative, two editions of "Al-Masrya" online catalogue were issued exhibiting the products of 62 women entrepreneurs all over the governorates of Egypt.

Currently, NCW's WBDC has launched a product development program called "Addaha W2doud" targeting craftswomen all over the governorates of Egypt to upgrade their products' quality and designs to meet market needs and requirements.

Encourage the private sector to respect the conditions of their women employees in pregnancy and childbirth and not use it as an excuse for sacking or oppressing them as it is a commitment by the State to protect children and mothers. Emphasize the role of

civil associations and urge them to implement development programs for women, and the provision of financial resources to fund its activities and invite civil society organizations to cooperate with each other to strengthen the position of women and their role⁴⁶.

Support collaborative projects between women to solve the problem unemployment and provide social protection and health insurance for women working in the informal sector and employment of seasonal and temporary jobs⁴⁷.

Women in power and decision making under strategic objectives to increase the representation of women in Parliament institutions and legislatures, political and decision-making positions by supporting their political participation, and to increase the percentage of women's membership in political parties, unions and professional associations, local councils and civil society organizations⁴⁸.

Main achievements include the foundation of the National council for women in Egypt in the year 2000 as it is the first specific administrative body attached to the presidential institution regarding women rights, practice in many fields, complains and achievements, and this council is organized by a specific law issued in 2018⁴⁹.

Moreover, the first female judge was appointed in Egypt in the supreme constitutional court in 2003 and in 2007 the first female judge was appointed in civil, commercial and family courts, and courts of appeal. Similarly, the political participation in membership of parliament in Egypt for women reached more than 90 members in the current parliament round. Women invaded the field of being appointed to governor's position during last three years, and currently there are 9 ministers in the current cabinet (9 out of 34 ministers)⁵⁰.

To the same end, the constitution of 2014 was amended to allocate quarter of the seats in local councils of women which contribute to raise the representation of women to nearly 13,000 women, a review of laws concerning the electoral propaganda rules and the violations and breaches committed and the extent by which they have an impact on women's participation in the electoral process as voters or candidates is currently underway⁵¹.

⁴⁶ The National Council of Women. 2016.

⁴⁷ Idem.

⁴⁸ Idem.

⁴⁹ Idem.

⁵⁰ The National Council of Women. 2016.

⁵¹ Idem.

The year 2017 was declared by the Egyptian president as the “Year of Egyptian Women” describing expediting steps towards the empowerment of women, in addition to safeguarding their constitutional rights as a “national duty.”

The year of women has witnessed strong political will, which is depicted in appointing women in leading positions for the first time in Egypt’s modern history. These positions were locked **out** for women and were considered only as masculine positions:

Judge President of the Administrative Prosecution Authority.

- Egypt’s National Security Advisor.
- Governor.
- A Coptic woman was appointed as a governor and five women deputy governors were selected instead of only two.
- Deputy Governor of the Central Bank of Egypt.
- Judge President of the Economic court in Egypt.
- Judge Assistant Minister to Justice.
- 66 women judges were appointed in general judiciary over the past years instead of only one in 2003.
- The Cabinet currently includes 8 female ministers in key ministries out of 32 ministers (24 percent).

To the same end, since NCW’s establishment in 2000, a national program aiming at the issuance of National Identification cards (IDs) for women was initiated to let women practice her constitutional rights and access services provided by the Government and concerned entities. At that time, this was the first step Egypt has made towards the formal registration of Egyptian underprivileged women and girls to give them a chance to get enrolled into the national service packages. Women who have National IDs are able to engage in economic activities and seek financial services and business opportunities. 500,000 ID cards were issue for marginalized women in 2017.

Egyptian women held the highest political and public positions in the country during the past periods, handling positions such as the portfolios of Manpower, Health, Social Solidarity, Planning and International Cooperation, Ministry of Information as well as that of the Environment, while the current Ministerial formation included 4 women in 2014, as well as the position of Assistant to the Minister (Assistant Secretary of State) in key Ministries such as the Ministry of Finance and the Ministry of Foreign Affairs⁵².

The Egyptian women have been for some time participating in decision making and the implementation of the state policies through many public functions at all governmental levels. There is a notable continuous increase of the rate of women’s participation,

⁵² The National Council of Women. 2016.

which reached 37% of the leadership positions in the executive branch of the State in (2012). As well as their participation in the executive boards of administration of local governorates and the presidency of some city councils and districts and village councils, as well as the position of agent of Parliament for several sessions, most recently in the parliament of 2010. In addition, women occupied the presidency of several important parliamentary committees and chairmanship of several truth and reconciliation commissions. Moreover, women represent 20% of the members of the diplomatic service at all levels from the post of Ambassador until the position of Third Secretary. It is noteworthy that some Egyptian women also occupy several regional and International top posts⁵³.

Human Rights for Women under strategic objectives secure legal protection of women against violence, and educating them about their legal rights, and the importance of safeguarding such rights, equality in front of the law, and modifying the legislations that hinder women from assuming their roles, which discriminate against them⁵⁴.

Main achievements include amendments in the Constitution of 2014 to stipulate that nationality is passed to those born to an Egyptian father or mother, and that giving them legally acknowledged official documents proving their identity is a right that is regularized and secured by virtue of the law, and the law will specify conditions relevant to acquiring citizenship⁵⁵.

Article 11 of the Egyptian constitution stipulates that men and women are equal in all civil, political, economic, social, and cultural rights in accordance with the provisions of the constitution. The State will take all necessary measures to ensure the adequate representation of women in parliamentary councils, in accordance with the law and ensures women have the right to hold public office and senior management positions in the State and entitles them to employment in judiciary entities and tribunals without prejudice against them. The State is committed to the protection of women against all forms of violence, and to facilitate their ability to achieve balance between their family duties and work requirements. The State is also committed to providing care and protection of motherhood, childhood and women-headed households, the elderly and women in dire need⁵⁶.

The National Council for Women has established a central office for "Receiving and Following-up on Complaints Filed by Women" and it has a branch in every governorate. The office is considered the official channel through which any Egyptian woman can

⁵³ The National Council of Women. 2016.

⁵⁴ Idem.

⁵⁵ Idem.

⁵⁶ Idem.

report any discriminatory practice she faces by dialling-up the office, or in person, by email or regular mail. A group of dedicated lawyers in addition to several volunteer lawyers work at the governorate level providing legal advice in relation to each communication received and aid the complainants in taking necessary legal action. The Office also issues a periodical report which includes studies and statistics about the most important issues of common nature to take the necessary actions in relation to the issues women suffer from. The office is also implementing a plan to raise awareness among women of their legal rights at the governorate level⁵⁷.

Egypt launched the first nationwide campaign on Women's Empowerment "Taa Marbouta". The campaign is based on an innovative approach that focuses on women's strength, addresses misconceptions, redefines gender roles, and fosters women's participation in all spheres of life. Till 2018, "Taa Marbouta" reached out to more than 100 million and 900 thousand viewers on social media since its official launch. Its slogan is "Taa Marbouta is not your restriction, it is your strength". A new phase of "Taa Marbouta" is launched focusing on promoting women's economic participation through encouraging them to participate actively in the productive economic sphere. In the year of women, three public service announcements were produced and aired encouraging women to participate actively in the economy. Also 30 short movies were produced and published about 30 iconic figures of women leaders who have their own businesses. The movies address success stories of women who are economically independent in different kinds of fields.

To ensure that all women, including the marginalized and those living in rural and remote areas are not left behind, the NCW designed an innovative awareness raising methodology which was named after the practice of the actual knocking on the doors of all women in Egyptian districts and villages. The "Knocking Door Campaigns" covered Egypt's 27 governorates in 2017, reaching out to women and their families to raise their awareness about various topics that relate to the empowerment of women and the added value of their participation at all levels. Through the Knocking Door Campaigns, women also learn about the various government services provided, including legal and economic support. The methodology has successfully reached out to 2,000,000 women across Egypt in one year who are able to exchange views about their needs and aspirations and who have become aware about their different rights and responsibilities. The campaign focuses on several topics one of which the economic empowerment of women and the significance of the participation of women and girls into the economic sphere.

⁵⁷ The National Council of Women. 2016.

It is worth noting that the legal system governing **inheritances** according to Law No. 77 of the year 1943 is based on the provisions of inheritance in the Holy Quran. This means that women inherit all kinds of inheritance through the imposition of burdens or male relatives and uterus or female relatives. This is applicable for Muslim women. However, for non-Muslims, (Christians and Jews) their religious laws govern their inheritance, personal status, and spiritual leadership. Islamic law is applied in the case of the different religion or religious community or sector. The right to inheritance enjoys constitutional protection in the Egyptian legal system. In addition, the right of inheritance is considered a main economic resource and a base for influential wealth for the independent financial capacity for woman. In this regard, women's financial rights on their independent financial capacity for property and their right to inheritance and competence are governed by personal status laws, civil law and inheritance law.

However, women have suffered a lot from being preventing from her inheritance rights by her family, the matter that led legislators to undertake an amendment to some laws in 2017 related to inheritance by reducing the period for considered death and give a criminal penalty to persons who prevent or veiling any share of the heirs or documents that prove this share , and of course women gained a lot by this by rapid access to these rights and quick response by the courts decisions , which must be processed through a more awarded society for these newly legalized principles.

The Economic Rights are assessed through reviewing and analysing the laws that are related to economic rights in relation of gender equality and discrimination either in the drafting itself or through implementation.

National legislations in relation to trade, economy and investment are **the Egyptian Constitution** of 2014 , **Exports Development Law** No. 155 of 2002, **Investment Law** No. 72 of 2017, **Bankruptcy Law** No. 11 of 2018, **Central Bank** Law NO.88 of 2003, **Trade law** No. 19 of 1999, **Customs Law** No. 66 of 1963 and its amendments No. 59 for the year 2005, **Financial Control Law** No. 10 of 2009 , **Commercial Registration Law** No. 34 of 1976 , **Companies Law** No. 159 of 1981, **Labor Law** No. 12 of 2003 , **the Income Tax Law** No. 91 of 2005, **Commercial Chambers Law** No. 189 of 1951, **The Small and Micro Institutions Law** No.141 of 2004, and **the Companies Law** No. 159 of 1981, the civil service law no. 81 of 2016 .

The analysis of the above legislations related to trade, economy and investment reveals that they have a common feature which is obvious. That is being gender blind and do not incorporate the words gender, men and women, and females. Although these key words are frequently used in the economic and commercial fields such as merchants, drawers, or any legal person. For example, Article 2 of the Export Development Law No. 155 of 2002 stipulates that a fund called "Export Development Fund" shall be

established, which shall have the general legal personality. The Minister shall follow the foreign trade. It aims at increasing the volume of export and expanding its fields, increasing the competitiveness of Egyptian exports of goods and services and reducing the burdens of exports. In the sectors of production of goods and services and for this purpose B) Assist producers to increase their export capabilities by conducting technical and marketing research and establishing inspection laboratories, marketing research centers, and training centers. D) Mitigating the financing burdens on exporters to equalize with the competitors in the international markets ... e) Strengthen the ability of exporters to marketing and promotion in the fields of commodity and service exports. Similarly, Article 1 of the Income Tax Law promulgated by Law No. 91 of 2005 stipulates that in the application of the provisions of this Law, the following terms and expressions shall have the meaning given to each of them:

- Tax: Income tax.
- The taxpayer: The natural person or the legal person subject to tax in accordance with the provisions of this law.

Moreover, new issued laws like the Investment Law and the Industrial Development Law referred to new technical tools that are frequently used in the economic field. New words appeared with new concept in the international administration such as transparency, good governance and equal opportunities, but in most cases the legislations do not use direct words of gender such as equality between men and women.

On other hand of course some other legislations despite being away from direct commercial and trade activities like the civil service law and of course didn't give equal economic and trade rights between man and woman , but it can present a good way for a commercial fund for women as in the case of early retirement it can help the employee either man or woman to have a great insurance compensations which may be on of the good funds to begin a trade project or entrepreneurship as at this age and position good funds will be possible and also experiences for work in the economic field will be existed according to the civil service history .

The word Discrimination used in the field of trade and economic legislations mostly refers to eliminating the differentiation between national capital and funds and international ones, or between local and international big and small companies and institutions and does not refer to the practice of discrimination between men and women.

It is important to note that the composition of Boards of Competition and Anti-monopoly Agency and the Industrial Development Authority do not have a quota for women or any presentation of women. The Law of establishment of both agencies did not stipulate

any obligatory representation of women in the Boards, despite that women are involved in all commercial fields and their representation is very important. Some legislations like the law of commercial registration law are influenced by some other circumstances apart from commercial and economic activities like having a relation between initiating the commercial registration and omitting it and the marital status by marriage and divorce which may cause a kind

Some legislations included the phrase of direct control of certain persons that may be considered as **discrimination** to the power reserved for some members in the family over females. For example, **Article 1 (Income Tax Law No. 91 of 2005)**: For the application of this law the following words and phrases is defined as the meaning attached to each of them as follows: Joined person: each person related to the tax payer by a relation affecting the tax domain including: wife, husband, ascendants fathers, descendant's children. Such discrimination is likely to affect negatively the control of women on their own assets.

The wording of the article may present an influence of a certain relation as the relation between father and children or between wife and husband on the tax domain or obliged payments of this tax for the activity practice by the tax payer which produce a certain and unreasonable relation according to the female position and relations in the family and her commercial activity or the taxes paid by her.

Similarly, **Article 51 (Central bank and Monetary Body Law No.88 of 2003)** :The account of a natural person property includes what he owns added to the possessions of his relatives till the forth degree , and for the property account of artificial person what is owned by the artificial person added to the possessions of each board member in this artificial person either the member is a natural or artificial person , or the possessions with any other artificial person either under the real and direct control for the same natural or artificial person , also the property account includes what is owned by more than a natural or artificial person related by n agreement of right practice in the general assembly or the bank board which leads to a real and direct control upon any of these positions and bodies.

This, according to the structure of the previous article this reveals that the existence of any natural or artificial person in a certain relation can affect the amount or property account of an account owner according to the system of the central bank as long as this relation leads to a direct and real control which may be existed easily between men and women and of course affect the accounts of each other according to the existence of this bond of direct and real control. Such discrimination is likely to affect negatively the control of women on their own assets.

In addition, Laws of governorates according to Local administrative systems made a presentation for a good role model for women, where they can participate in many activities and decision making in many administrative activities. However, women are excluded from full or partial participation in commercial activities and decision making. For more details about Legal Rights and Human Rights Please refer to Annex G.

I.3. Policies and Strategies and mechanisms at the national level

This section presents policies and strategies at the national level in relation to gender equality and economic empowerment of women.

The National Strategy for Women Empowerment 2030⁵⁸ seeks to emphasize and fulfil Egypt's commitment to women's rights as set forth in the Egyptian Constitution 2014, as well as in binding international conventions, covenants and declarations to which Egypt is a party. Moreover, the Strategy aims to respond to the real needs of Egyptian women—particularly those living in rural areas in Upper Egypt, the poor, female-headed households, the elderly and disabled women. These groups are entitled to care—when the State develops development plans, to ensure their full protection, utilize their human and financial resources and potential to fulfil the principle of equal opportunities as set forth in the Constitution. In doing so, the Strategy focuses on achieving the following:

- Women's political empowerment and promoting their leadership roles through encouraging all forms of political participation, including parliamentary representation and representation in local councils; eliminating discrimination against women holding senior positions in executive and judicial institutions; and enabling them to succeed in these posts;
- Women's economic empowerment through capacity development, entrepreneurship, and equal opportunities for the women's employment in all sectors, including the private sector and besides holding key positions in public institutions and companies;
- Women's social empowerment through enabling opportunities for the wider social participation of women, increasing women's agency in order to make informed choices, and eliminating all harmful and discriminatory practices against women in both the public sphere or within the family; Social empowerment of women through supporting women to gain their rights in different fields, provision of education and health services, and supporting women who live in harsh conditions, including elderly and disabled women, and empowering young women and increasing their social participation;

⁵⁸ National Council of Women. 2017, **The National Strategy for Women Empowerment 2030**, NCW, Cairo.

- Women's protection by eliminating the negative practices that threaten women's lives, safety and dignity, and prevents their effective contribution to social development. This includes eliminating all forms of violence against women and protecting them from environmental risks that would have adverse social or economic effects on their livelihoods.
- It is important to note that the Women Empowerment Strategy has identified Key Performance indicators for each pillar of the strategy, and NCW is monitoring regularly the status of implementation of the KPIs.

The Sustainable Development Strategy: Egypt Vision 2030⁵⁹ presents Egypt strategy for meeting the Strategic Development Goals in 2030 under three pillars that are: The Economic Pillar, The Social Justice Pillar, and The Environmental Pillar. The social justice pillar is based on a comprehensive concept that aims to achieve social inclusion.

Social justice includes the following seven dimensions:

- 1. Economic Dimension:** This refers to participating in the production process and reaping its benefits.
- 2. Social Dimension:** This aims to achieve equal rights and social opportunities in the education, health, and other basic services.
- 3. Human Dimension:** This aims to provide a decent life, human rights protection, and equal opportunities for all.
- 4. Regional Dimension:** This aims to reduce the geographical gaps and address the misallocation of resources among different regions of the state.
- 5. Generational Dimension:** This aims at ensuring justice among different generations.
- 6. Organizational Dimension:** This deals with freedom issues, political rights, and political empowerment.
- 7. Cultural Dimension:** This emphasizes the system of values and its role in achieving social justice.

The role of development partners in achieving social justice is defined as follows:

The role of the State: The State aims to provide basic quality services and ensure balanced distribution of these services among all the regions. General policies should aim to achieve economic development as well as fair distribution of its benefits. The State will be responsible for providing and expanding social welfare and protection

⁵⁹ Ministry of Planning, Monitoring and Economic Development. 2016. *The Sustainable Development Strategy: Egypt Vision 2030*, Ministry of Planning, Monitoring and Economic Development, Cairo.

networks. Also, the State should properly determine the legislative, institutional, and managerial regulations to fight corruption, eliminate monopolistic behaviour, and emphasize consumer protection. In addition, the State should provide an Information Technology (IT) system that allows more transparency and efficiency in achieving social justice, and funding programs that focus on upgrading and empowering women, young people, and marginalized groups.

The role of civil society: Charity aims to mitigate the effects of poverty and reduce the negative effects of societal gaps. It can focus on building capacities, achieving empowerment, and providing opportunities for social mobility. Civil society can cooperate with the State in achieving the priorities of social justice.

The role of the private sector: The private sector could be engaged in social responsibility programs in coordination with other development partners to provide equal opportunities for decent work with no discrimination.

The objectives of *the Export Promotion Strategy*⁶⁰ are to double the Egyptian Exports in five years, encourage Small and Medium Enterprises to export, focus on high value-added exports and target new exports markets. The strategy relies on streamlining export procedures to shorten the procedures of exporting for exporters, putting in place an authority to ensure the quality of exported products, increasing Egypt's participation in international expos, and offering technical assistance programs to exporters. It also highlights how to target exports markets and priority exports commodities to targeted markets.

The NCW plan for the period (2015-2018)⁶¹ highlights the activities that the NCW are implementing in relation to the economic empowerment of women through assisting women in implementing small and micro projects and developing the skills of women through implementing a programme entitled "Training for Employment" in collaboration with the Ministry of Trade and Industry and continue the implementation of the activities of the project entitled " Supporting Female Headed Household to cover all governorates".

FORSA Project⁶² is a national employment project for vulnerable households that is implemented by the Ministry of Social Solidarity. Forsa, a literal translation of the word opportunity, is introducing a complete process of alleviating poverty and reducing vulnerability of poor and vulnerable people, to eventually move off social protection provision into more productive and resilient livelihoods, and thus to help these people to

⁶⁰ Exports Promotion Agency. 2018, *Exports Promotion Strategy*, Exports Promotion Agency, Cairo.

⁶¹ The National Council of Women. 2015, *The National Council of Women Training Plan (2015-2018)*, Unpublished.

⁶² Ministry of Social Solidarity. 2018. *FORSA Project Document*, Unpublished.

be financially self-sufficient without depending on social welfare. The FORSA programme targets beneficiary population of about 200'000 persons in 8 governorates and individuals at the working age (18-55). Its focus specially on youth and women in the households rejected in the conditional cash transfer support system as well as those in the households benefiting from cash transfer who are liable to be graduated or could be excluded from eligibility with minor intervention to change in their socio-economic status to above the poverty line. The main eligibility criterion for participation in the FORSA programme is whether the applicant's monthly income is less than the poverty line of EGP482 (set in 2014/15 – needs to be increased in line with inflation).

I.4. Situation Analysis

Although Egypt has ratified the CEDAW, ICCPR and ICESCR conventions and made significant progress for **Beijing Declaration and Platform for action**, nevertheless, Egypt ranks 134 out of 144 countries in the Global Gender Gap Report 2017 and is one of the worst Arab nations for women, based on high rates of violence, including sexual harassment, and low levels of political participation⁶³. Both men and, to a lesser extent, women hold inequitable views about gender roles and rights, and a belief that gender equality is a concept foreign to their culture⁶⁴.

Egypt has the largest education system in the MENA region. However, pre-school education is underdeveloped and rarely integrated with the formal primary education system. Moreover, children in Egypt are not achieving their developmental potential in the early years due to poor health, and lack of adequate nutrition and stimulating environment. The enrolment rate in primary education is only 28%, far from the government's goal of 80% enrolment by 2030⁶⁵. Moreover, girls are less likely to enroll in secondary school⁶⁶, and overall time spent in education has a gender dimension with boys acquiring 7.4 mean years of education and girls acquiring 5.8.6 This is a result of several factors: i) gender concerns in the design of school spaces; ii) parental and community concerns over girls' safety in, and traveling to, school; iii) embedded cultural preferences to educate boys; and iv) financial barriers.

Egypt's economic situation remains challenging despite significant economic reforms in the past two years. The poverty rate has climbed to over 28% and the female labour

⁶³ Thomson Reuters study. 2017, available at: <http://www.trust.org/spotlight/poll-womens-rights-in-the-arab-world/> (accessed on 1 August 2018).

⁶⁴ UNWOMEN. 2017. Understanding masculinities: IMAGES Egypt's, UNWOMEN: Cairo.

⁶⁵ UNICEF. 2015. Children in Egypt – A statistical digest, UNICEF: Cairo.

⁶⁶ UNICEF .2010. Child Poverty and Disparities in Egypt: Building the Social Infrastructure for Egypt's Future, UNICEF: Cairo.

force participation rate is 22.8%⁶⁷. According to the WEF’s Gender Gap report, Egypt ranks 138 out of 144 countries in labor force participation.

According to the Social Institutions and Gender Index developed by the OECD that measures informal laws, attitudes, and norms that restrict women and girls’ access to rights, and empowerment opportunities, Egypt is among the most restrictive environment among all Arab countries. Moreover, a closer look into the results of the World Values Survey reveal that most of the population feel that in scarcity, men should have more right to a job than women, and that men make better business executives than women, among others.

World Values Survey Questions(Egypt)	(% that agree or strongly agree)
When jobs are scarce, men should have more right to a job than women	83.4%
If a woman earns more money than her husband, it's almost certain to cause problems	41.3%
When a mother works for pay, the children suffer	63.2%
Being a housewife is just as fulfilling as working for pay	82.3%

Moreover, a leading factor affecting low labor force participation of women is the time spent on unpaid work in the household. According to ILO’s estimates⁶⁸, women in Egypt spend almost two and half times more time on childcare than Egyptian men.

In Egypt, women are more likely than men to be engaged in unpaid subsistence work, especially in rural areas. According to the Egyptian Labour Market Panel Survey (ELMPS) latest data from 2012, government employment is the most popular type of paid employment among women, especially in urban areas. 49 percent of employed women were working for the government in 2012 compared to 20 percent of employed men.⁶⁹ This may be indicative of women’s preference for jobs that have better working hours and benefits to enable women to take care of her children , as married women are more likely to work in government jobs (57 percent of married women’s employment in 2012) than never-married women (32 percent of never-married women’s employment in 2012).⁷⁰ However, as the government of Egypt ended the guaranteed job program for secondary and university graduates in 1998, women’s share of government jobs is

⁶⁷ World Economic Forum. 2017. Global Gender Gap Report , available at: <http://reports.weforum.org/global-gender-gap-report2017/economies/#economy=EGY> (accessed on 3 August 2018).

⁶⁸ ILO Statistics. 2017, available at: <http://www.ilo.org/ILOSTAT/> (accessed on 6 August 2018).

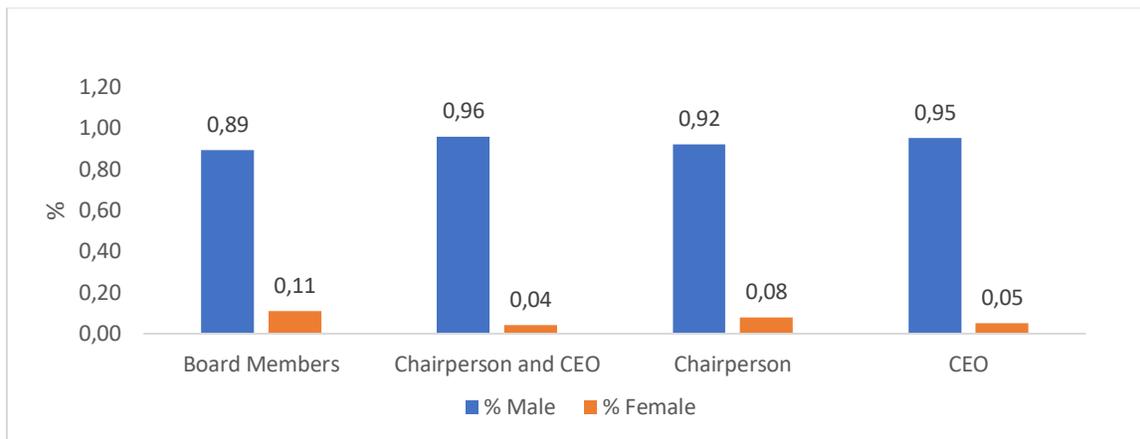
⁶⁹ Hendy, R. 2015. Women’s participation In the Egyptian labor market: 1998-2012, *Economic Research Forum Working Paper Series*, available at: <https://erf.org.eg/wp-content/uploads/2015/12/907.pdf> (Accessed on 1 August 2018).

⁷⁰ Idem.

shrinking.⁷¹ While never-married women’s participation in the private sector has risen since 1998 to 2012 (12 percent to 25 percent), married women’s participation has stayed about the same in the same time period (3 percent to 4 percent).⁷² The barriers to women entering the private sector are evident in the low participation, continued high unemployment among educated women, and a large gender pay gap in the private sector.⁷³

It is worth noting that only 8.9% of youth are self-employed, and with regards to women Egypt ranks 66 out of 77 countries in providing conditions that foster women’s entrepreneurship⁷⁴. Limited access to finance and financial literacy, as well as lack of markets and networks are perceived as the main growth constraints facing women-owned/operated businesses. In addition, women’s entrepreneurship is often hindered by cultural norms, and prevalence of sexual harassment and domestic violence⁷⁵. **The above-mentioned reasons and factors lead to decreasing the economic participation of women in business.**

Figure (I-1): Chairpersons and Board Members by Gender



Source: Calculated from Egyptian Stock Exchange. 2015.

Figure (1-1) reveals the existence of low participation of women in business, where the percent of male board members are eight times higher than female board members. Likewise, the percent of chairwomen and female CEOs’ are very low compared to chairman and male CEO.

⁷¹ Idem.

⁷² Idem.

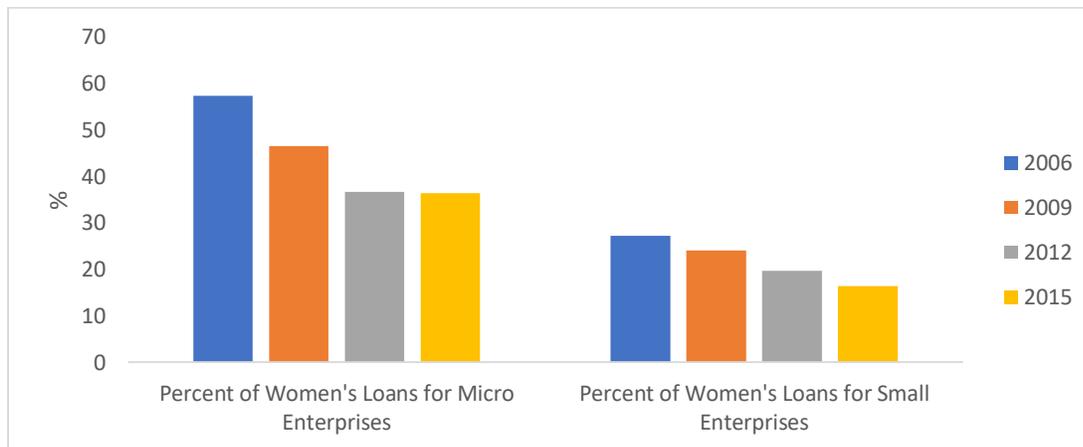
⁷³ Assaad, R. 2003. Gender and employment: Egypt in comparative perspective. *Women and Globalization in the Arab Middle East*. Gender, Economy & Society, Boulder: London, pp. 119-141.

⁷⁴ Doing Business Organization. 2018., available at: <http://www.doingbusiness.org/data/exploreeconomies/egypt> (accessed on 5 August 2018).

⁷⁵ Idem.

Similarly, women face a problem in accessing financial resources, this is confirmed by figure reveals that the percent of women loans for micro and small enterprises has declined from 2006 to 2015 by 20 and 10 percent respectively.

Figure (I-2): Access to Micro and Small Loans from the former Social Fund for Development



Source: CAPMAS. 2017. Woman and Man Statistics. CAPMAS, Cairo.

The above figure reveals that the percent of women loans for micro and small enterprises has declined from 2006 to 2015 by 20 and 10 percent respectively.

I.5. Conclusions and Specific Recommendations

1.5.1 Conclusions

Although, Egypt has ratified the CEDAW , ICCPR and ICESCR conventions and made significant progress for **Beijing Declaration and Platform for action in terms of** enhancing the economic participation of women, political participation, right to work, right to education and right to health, nevertheless national legislations are not tailored to meet the needs of women in business and trade and in some cases are discriminating against women or in other words not using gender sensitive words. Such discrimination is likely to affect negatively the control of women on her own assets.

Moreover, there is no harmonization between the national strategies that tackle women empowerment and economic participation from one side and business and trade strategies from the other side. In this regard, the National Women Empowerment Strategy 2030 and the Sustainable Development Strategy provide general guidelines for enhancing the economic participation of women in business and trade. On the other hand, the national export promotion strategy is gender blind and does not incorporate any provisions towards enhancing the economic participation of women in business and trade.

The situation analysis of women in Egypt reveals that there is discrimination against girls/women in education (namely secondary education). Moreover, women reproductive role is the main role foreseen by the society and the productive role is negatively impacted by the unpaid work spent to take care of the children and home chores. Similarly, women lack access to financial resources and lack necessary skills and financial training for starting a new business.

1.5.2 Specific Recommendations

i. Required Legal Reforms

Principle of Equality

- Liberalization of the legislations of commercial activities that address women from any influence by personal affairs rules specifically any direct influence and / or control or permissions.
- Amending the laws of trade and commerce by adding some words that consider gender equality like females and women.
- Generalizing the main rule of trade and commercial activities according to the legal text to assure its application regardless of any decisions or regulation to perform these principles that may be changed according to ideas, persons and time.
- Adding new articles or draft new laws that address the needs of women entrepreneurs as such needs are addressed on a very limited scale in existing laws.
- ***Protection of women against gender-based violence***
- Enacting a comprehensive law criminalizing gender-based violence in its various forms; domestic violence, violence that includes verbal abuse, physical or sexual abuse in public places and within the family, and sexual harassment in the workplace and elsewhere.

ii. Other Required Interventions

Economic Empowerment of Women

- There is a need to include specific reference to gender and gender mainstreaming for all strategies, plans and programmes that tackles the issue of business and trade as women participate in all economic sectors as entrepreneurs and as businesswomen.

Right to education and training

- Provide strict procedures to reduce the girls dropping out of schools and reduce illiteracy.

- Disseminate literacy and training programs for girls and women to strengthen their skills with the objective of integrating them within the labour market and in the development process.

Establishment of Child Care Centers

- There is a need to establish child care centres for children below 6 years with a reasonable cost to enhance the economic participation of women in business.

PART II: GAAA GENDER & TRADE

Part II highlights the definitions of used terms and concepts in the analysis. It presents a comprehensive analysis for the results of the GAAA at the organizational level and the Programme levels, as well as the results of the conducted in-depth interviews with main stakeholders who portray the current relation between gender and trade and the problems facing women in business and trade. Finally, it draws conclusions and highlight recommendations for bridging the gender gap in economic and trade sectors.

1. Definitions and Concepts

1.1. Definitions

- **Gender Blind:** Gender-blindness refers to a failure to identify or acknowledge difference on the basis of gender where it is significant: i.e. referring to people, vulnerable, poor, children, population, citizens...almost all the time without distinguishing them by sex or according to the gender construction and distribution of labour within the family and society⁷⁶.
- **Gender Sensitive:** This approach addresses gender norms, roles and access to resources in so far as needed to reach project goals. The relationships between men and women are examined to work on evolving current status and development model from purely addressing women's concerns to challenging men-women gaps and inequalities as well as unbalanced power structures at individual and institutional levels (Gender And Development/GAD)⁷⁷.
- **Gender Informed:** Actions/Expected Results: 1) Is the depth and focus of the gender analysis maintained throughout the strategy and activities? 2) Is the project expected to narrow gender disparities, including through specific actions to address the distinct needs of males and females and/or to have a positive impact on gender equality? and, 3) Has the project budget been set aside for activities that will have a positive impact on women's and girls' rights and/or gender equality? Monitoring and evaluation: 1) Has the programme (or part of it) been evaluated/monitored according to its differential impact on boys and girls, women and men, or for changes in the relationships between them? 2) Does the project include mechanisms to monitor impact on men and women, and facilitate sex disaggregated analysis? And 3) Have the programme or project results had a positive impact on women's and girls' human rights and gender equality achievement?.⁷⁸

⁷⁶ CAWTAR. 2018. *Methodology and Tools to Conduct GAAA Exercise*, CAWTAR: Tunis, pp. 5-12.

⁷⁷ Idem.

⁷⁸ Idem.

2. Concepts: Explanations of Response Categories to the Rapid Assessment

The highlighted results from the Gender Audit is designed solicit the following types of information **(1) to what extent?** and **(2) to what intensity?**

TO WHAT EXTENT?

Questions are designed to determine the extent Gender Equality / Equity Integration have the following response / information categories (5):

- **Not at all:** there is no policy or system in place, little awareness by staff, no training available, no expressed commitment by leadership.
- **To a limited extent:** there is a policy being developed or in place but not implemented, the system somewhat effective, dialogue on values or norms has begun, minimal training provided, leadership supportive but not proactive.
- **To a moderate extent:** there is a policy in place and usually implemented, the system is usually effective, values and norms commonly expressed, training available to some staff, and leadership is clearly supportive.
- **To a great extent:** policy is fully in place and reliably implemented, the system is usually effective, values and norms are widely shared, training is widely implemented, and leadership is strongly and visibly committed.
- **To the fullest extent:** a comprehensive policy is fully implemented and monitored, the system is very clear and effective, value and norms are widely shared and evident in actions, there are well-designed training programs regularly available for a large number of staff, and leadership champions the issue
- **I don't know:** a lack of knowledge to respond to this question.

TO WHAT INTENSITY?

Questions or statements designed to determine the intensity of Gender Integration have the following response categories:

- **Strongly agree:** very clear and strong support for the statement.
- **Agree :** support for statement.
- **No opinion:** neither support of lack of support for the statement.
- **Disagree:** lack of support for the statement.
- **Strongly disagree:** very clear and strong lack of support for the statement

II.1. Gender Indicators in the Economic and Trade Sectors

Table (II-1): Sex-Disaggregated Data

Economic participation, Trade			
Indicator	Female	Male	Sex ratio
Economic Participation			
Participation in labor force (%) ⁷⁹	22.8	76.1	0.299
Wage gap in the private sector ⁸⁰	0.8		
Women loans for small projects (%) ⁸¹	22.7		
TRADE			
Board of the Federation of Egyptian Industry ⁸²	2	15	0.13
Board of the Food Processing Export Council ⁸³	2	15	0.13
Board of the Food Processing Chamber of Commerce ⁸⁴	2	23	0.08
Owners of Food Processing Companies ⁸⁵	414	5586	0.074

Table (II-1) reveals the presence of gender inequality in the economy and trade. This is illustrated in the very low rates of female labour force participation that reach 22.8 percent, wage gap in the private sector where females are paid 20 percent lower than males. Similarly, females face access problems to financial resources, where the percent of females who took loans for establishing small projects in 2015 reaches 22.7 percent. To the same end, women representation in the boards of professional trade bodies such as Federation of Egyptian Industry, Food Processing Exports Council, Food Processing Chamber of Commerce are very low on average 2 females' representatives compared to 15 male representatives. In addition, female ownership of private sector companies is very low, as it reaches around 7 percent in the food processing sector. Such figures are consistent with the low rates that Egypt has attained for the Gender Gap Index, namely with respect to economic participation.

⁷⁹ Source: United Nations Development Program. (2015). Gender Inequality Index data, available at: <http://hdr.undp.org/en/composite/GII> (accessed on 1 August 2018)

CAPMAS.2017. Men and Women in Egypt, CAPMAS: Cairo.

⁸⁰ Federation of Egyptian Industries. 2018. Available at: <http://www.fei.org.eg> (accessed on 15 July 2018).

⁸¹ Idem

⁸² Food Processing Export Council. 2018. Available at: <http://www.feceg.com/aboutus.php> (accessed on 15 July 2018).

⁸³ Idem

⁸⁴ Food Processing Chamber of Commerce. 2018. Available at: <http://www.fei.org.eg/index.php/en/chambers-en/634-food-chamber> (accessed on 15 July 2018).

⁸⁵ Idem

II.2 GAAA at the Organizational Level

II.2.1 Analysis and Synthesis of Mapping of Stakeholders

The following list highlights the mapping of main stakeholders for the GAAA based on the extensive desk review, in-depth-interviews and FGDs that were conducted. Within the course of the GAAA, related data, laws and regulations, trade agreements, strategies and plans of the stakeholders were carefully reviewed and analysed using qualitative tools that portrays the situation of gender equity and equality at the programme level. Similarly, 13 stakeholders agreed to answer the rapid assessment survey that was conducted as a part of the GAAA to present the situation of gender equity and equality at the organizational level. In addition, 10 in-depth interviews were conducted as highlighted in Annex D.

Ministries and Government Institutions

- The National Council for Women
- Ministry of Trade and Industry
- Ministry of Investment and International Cooperation
- Ministry of Agriculture and Land Reclamation
- Ministry of Planning, Monitoring and Administrative Reform
- Ministry of Social Solidarity
- Ministry of Health
- Ministry of Education
- Central bank of Egypt
- Egyptian Parliament
- Central Agency for Public Mobilization and Statistics

Civil Society Organizations

- Misr El Khier
- Plan International
- Care International
- Woman and Child Development Association
- Egyptian Network for Integrated Development
- Centre of Women Issues
- Union for Egypt's Women

Professional organisations

- Federation of Egyptian Industries
- Food Processing Export Council
- Food Processing Chamber of Commerce
- Business Women Egypt 21

- Faculty of Economics and Political Science Business Incubator

Private Sector

- Safi Com company
- El Yashmak company
- Nahla Soliman Designs
- The Nile company

Specialised agencies

- UN-Women Egypt
- UNIDO

II.2.2 Gender Mainstreaming in Organization

- Methodology of the Rapid Assessment

The objective of the rapid assessment is to assess the extent the gender integration/responsiveness at various levels inside mapped institutions in the study that includes systems, mechanisms, and activities as well as expected versus achieved results on women and men. Moreover, it presents a baseline, that can be regularly monitored to assess the situation of gender equity and equality at the organizational level.

In this regard, questionnaires were distributed on all mapped stakeholders Egypt Country team made around 15 face to face interviews and distributed electronically 56 questionnaires to 16 stakeholders that comprise government, women mechanism, NGOs' and specialized organizations (for more details please refer to Annex B). The Country team received 33 questionnaires from 13 stakeholders only.

It is worth noting that the country team has targeted institutions that deal with trade issues such as Ministry of Trade and Industry, Food Processing exports Council, institutions that deal with business such as Business Women 21 Association, Federation of Egyptian Industries, and organizations/ NGOs' that implement economic empowerment programmes for women such as UN-Women, Plan International, Centre of Women Cases and FORSA project.

The Country team faced difficulty in approaching ministries and the National Council of Women as the study was not cleared from ministry of foreign affairs, which affected the percent of response of the questionnaires from the National Council of women and line ministries.

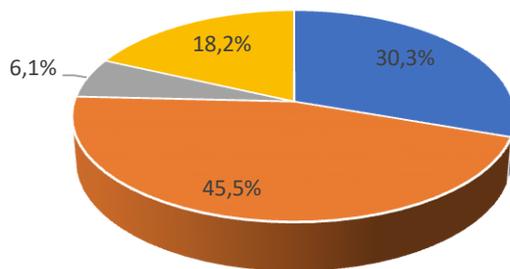
Data entry was conducted using Open data entry software "CSPRO". While, Data analysis: was performed on "SPSS", and results presentation was done on Microsoft Word and Excel.

Results and Analysis

Profile of the respondents

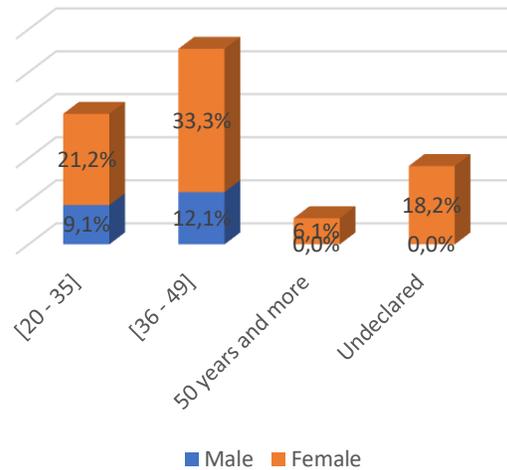
a. Sex and age group

Figure (II-1) : Age Group



■ [20 - 35] ■ [36 - 49]
■ 50 years and more ■ Undeclared

Figure (II-2) : Age Group by Sex



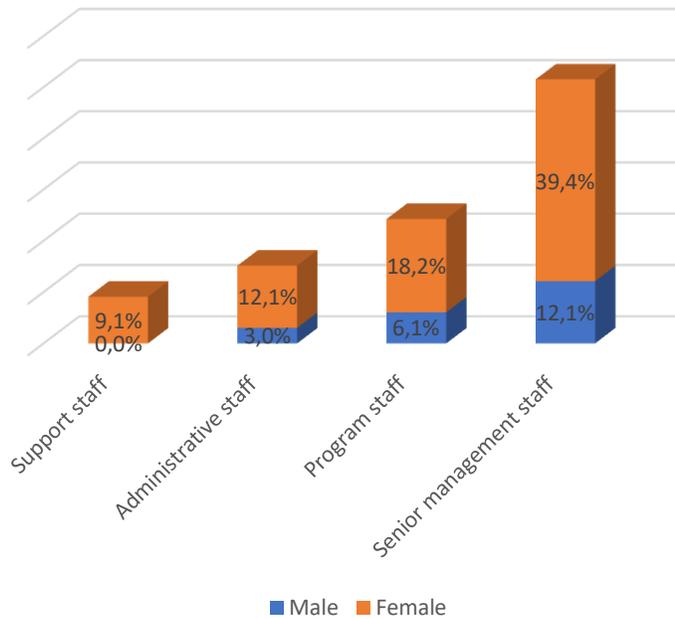
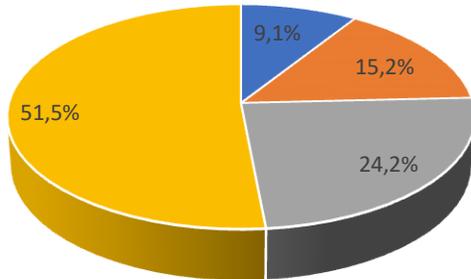
■ Male ■ Female

Figure (II-1) reveals that around 70 percent of the respondents age vary between (36-49) and (20-35). While, Figure (II-2) highlights that most respondents are **women** (around 79 percent), and around 50 percent of the **women** age group varies between (36-49) and (20-35).

b. Position in the organization

Figure (II-3): Position in the Organization

Figure (II-4): Position in the Organization by Sex



■ Support staff ■ Administrative staff
■ Program staff ■ Senior management staff

■ Male ■ Female

Similarly, Figure (II-3) shows that half of the respondents are from the management team and around quarter of the respondents are Programme officers. Of those 79 percent of **women**, around 40 percent work in the management team and 19 percent work as Programme officers as revealed in Figure (II-4).

Gender equity and equality in programming

a. Program Planning and Design

- *Consideration of gender mainstreaming criteria and related good practices when designing, planning and approving programs and projects to achieve the organization's gender equity goals.*

Figure (II-5): Consideration of gender mainstreaming criteria

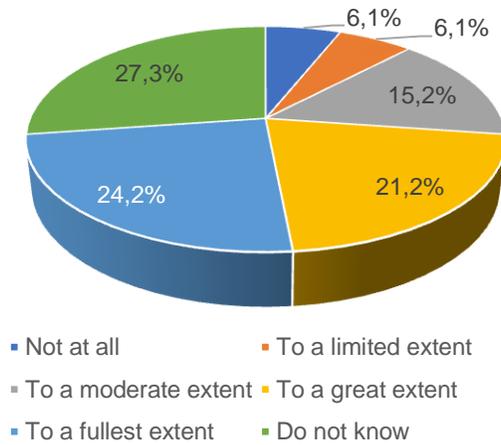
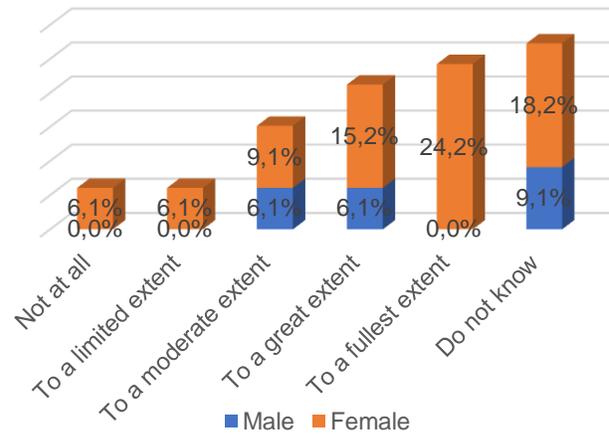


Figure (II-6): Consideration of gender mainstreaming criteria by Sex



Interestingly, Figure (II-5) reveals that around 25 percent of respondent believe that the consideration of gender mainstreaming criteria and related good practices are incorporated to **a great extent** when designing, planning and approving programs and projects to achieve the organization's gender equity goals, while another quarter (around 27 percent) believe that the consideration of gender mainstreaming criteria and related good practices are incorporated to **a moderate extent** when designing, planning and approving programs and projects to achieve the organization's gender equity goals

24 percent of **women** believe that the consideration of gender mainstreaming criteria and related good practices are incorporated to **a great extent** when designing, planning and approving programs and projects to achieve the organization's gender equity goals. While, around 6 percent of **women** believe that the consideration of gender mainstreaming criteria and related good practices are incorporated to **a moderate extent** when designing, planning and approving programs and projects to achieve the organization's gender equity goals as highlighted in Figure (II-6).

b. Program Implementation

- *Consideration of beneficiaries' Gender roles and interests, in strategies and plans implementation through the mainstreaming of activities to develop the capacities and attitudes of men and women for equal access to services and training*

Figure (II-7): Consideration of beneficiaries' Gender roles and interests

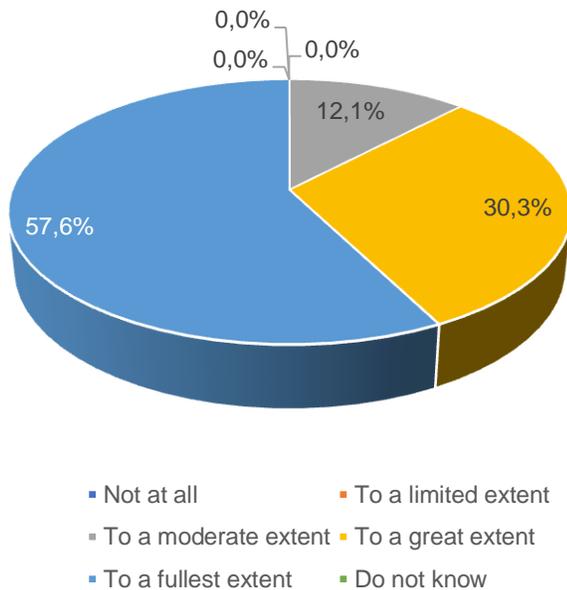


Figure (II-8): Consideration of beneficiaries' Gender roles and interests

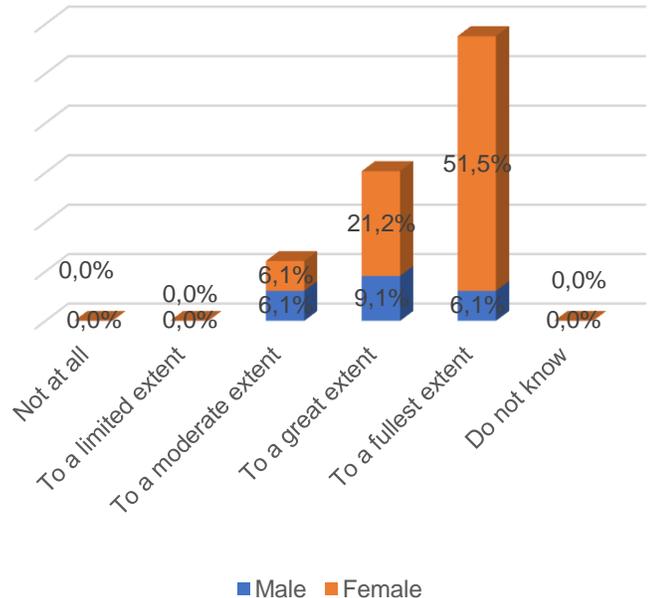


Figure (II-7) shows that two third of respondents believe that consideration of beneficiaries' Gender roles and interests, in strategies and plans implementation through the mainstreaming of activities are considered **to the fullest extent** or **to a great extent** to develop the capacities and attitudes of men and women for equal access to services and training.

To the same end, Figure (II-8) reveals that around 70 percent **are women** of those two third who believe that believe that consideration of beneficiaries' Gender roles and interests, in strategies and plans implementation through the mainstreaming of activities are considered **to the fullest extent** or **to a great extent** to develop the capacities and attitudes of men and women for equal access to services and training.

c. Technical Expertise

- Existence of specialized staff in gender and gender mainstreaming issues

Figure (II-9) : Existence of specialized staff in gender

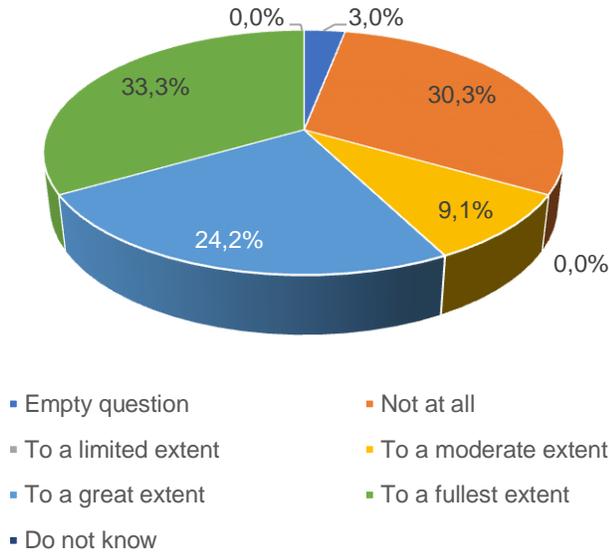


Figure (II-10) : Existence of specialized staff in gender by Sex

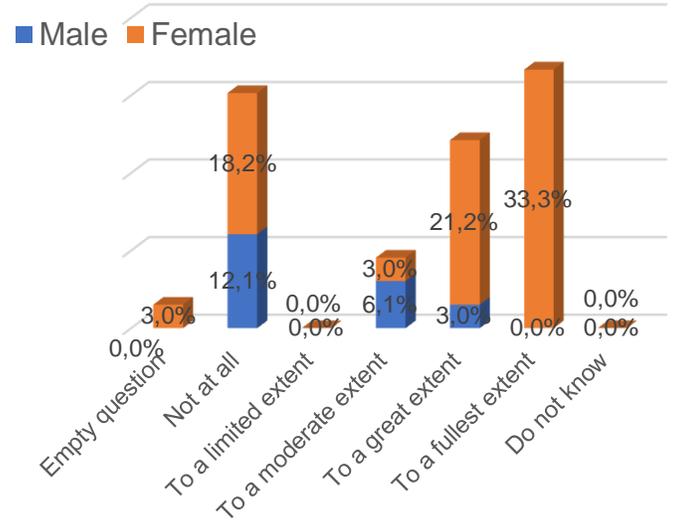
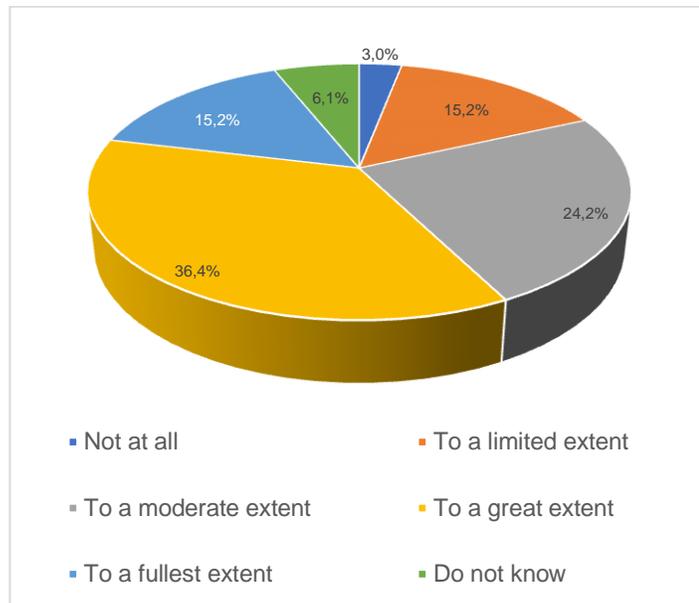


Figure (II-9) reflects that around 33 percent of respondents believe of the presence of specialized staff in gender and gender mainstreaming **issues to the fullest extent**, and around 30 percent of respondents believe of the presence of specialized staff in gender and gender mainstreaming issues. While, around 30 percent of respondents **do not believe** of the presence of specialized staff in gender and gender mainstreaming issues.

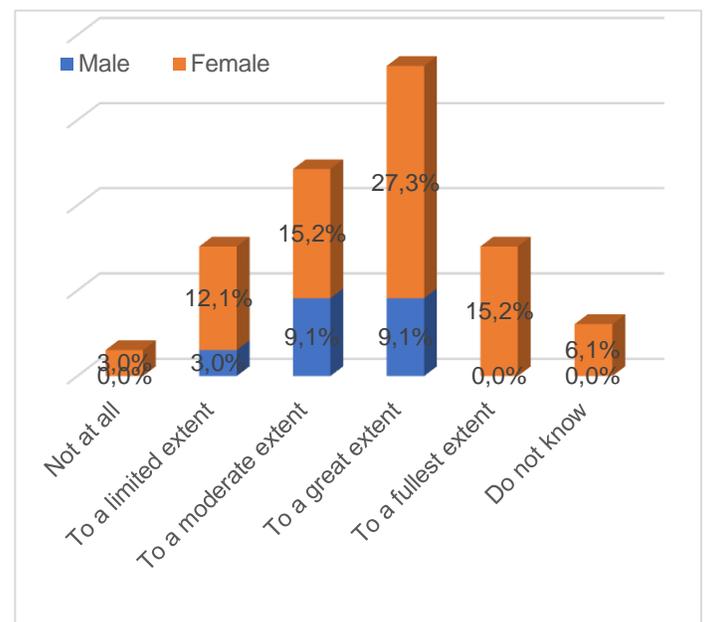
Similarly, Figure (II-10) shows that around 33 percent of **women** believe of the presence of specialized staff in gender and gender mainstreaming **issues to the fullest extent**, and around 21 percent of **women** believe of the presence of specialized staff in gender and gender mainstreaming issues. While, around 18 percent of **women do not believe** there is a specialized staff in gender and gender mainstreaming issues.

- *The staff maintain the required level of knowledge and skills to take gender into account in program planning and implementation*

Figure(II-11) : Staff maintain the required level of knowledge



Figure(II-12) : Staff maintain the required level of knowledge by Sex



Around 50 percent of respondents believe that the staff maintain the required level of knowledge and skills to take gender into account in program planning and implementation **to a great extent** and **to the fullest extent**. While, around 24 percent of respondents **do not know** if the staff maintains the required level of knowledge and skills to take gender into account in program planning and implementation as shown in Figure (II-11).

While Figure (II-12) shows that around 50% of **women** respondents believe that the staff fully maintain the required level of knowledge and skills to take gender into account in program planning and implementation to a great extent. While, around 6 percent of **women** respondents **do not know** if the staff maintains the required level of knowledge and skills to take gender into account in program planning and implementation.

- *Existence of training programs for staff in charge of the gender issue*

Figure (II-13) : Training programs for staff

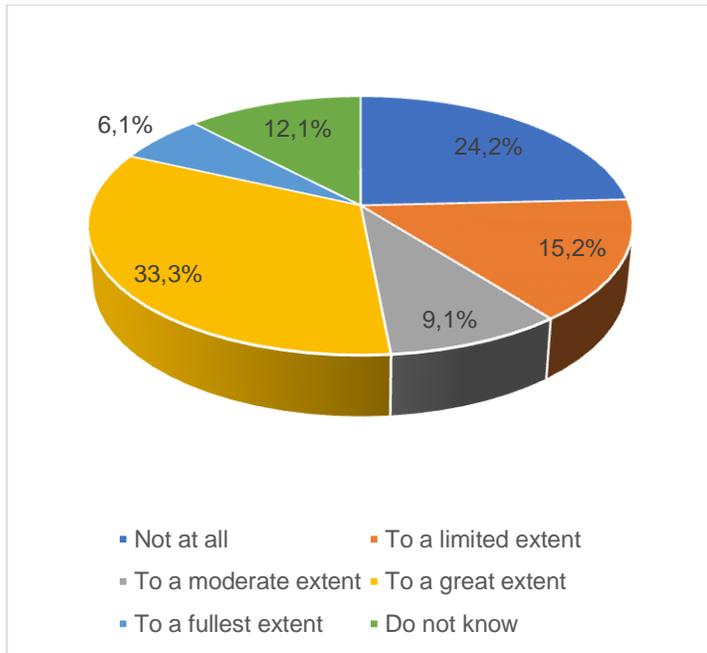


Figure (II-14) : Training programs for staff by sex

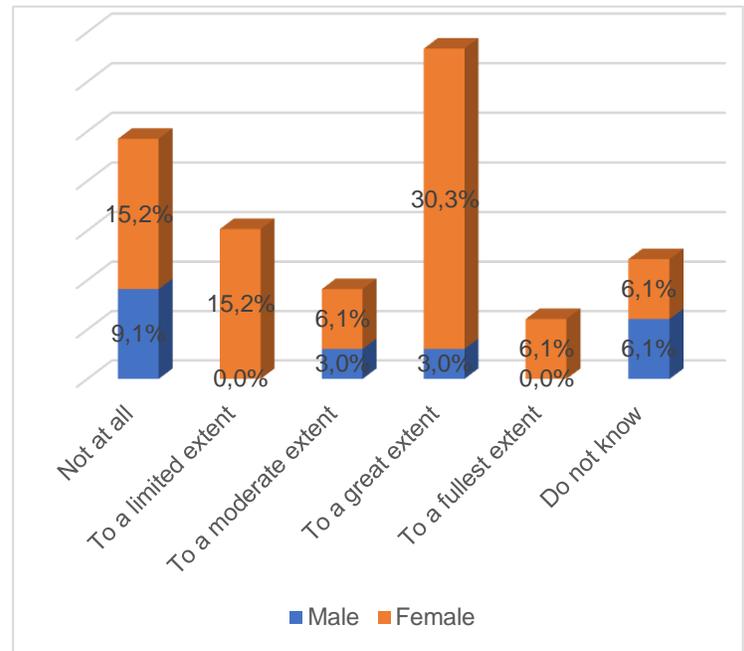


Figure (II-13) shows that around 33 percent of respondents believe of the Existence of training programs for staff in charge of the gender issue to **a great extent**. On the other hand, 24 percent of respondents **do not believe** of the Existence of training programs for staff in charge of the gender.

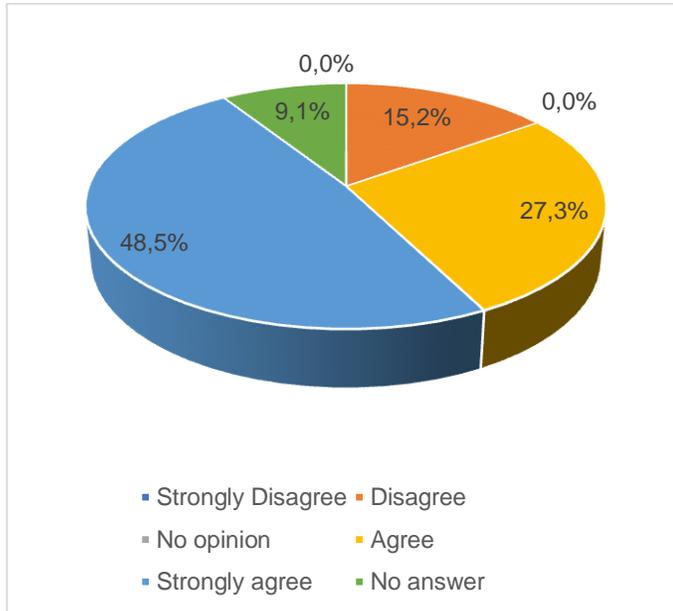
To the same end, Figure (II-14) highlights that around 30 percent of **women** respondents believe of the Existence of training programs for staff in charge of the gender issue to **a great**. **While**, around 15 percent of **women** respondents **do not believe** of the Existence of training programs for staff in charge of the gender.

d. Monitoring and Evaluation

- *Measuring the gender impact of programs implemented in several areas through the collection of gender-disaggregated data and the production of specific indicators which include the gender dimension*



Figure(II-15) : Measuring the gender impact of programs



Figure(II-16) : Measuring the gender impact of programs

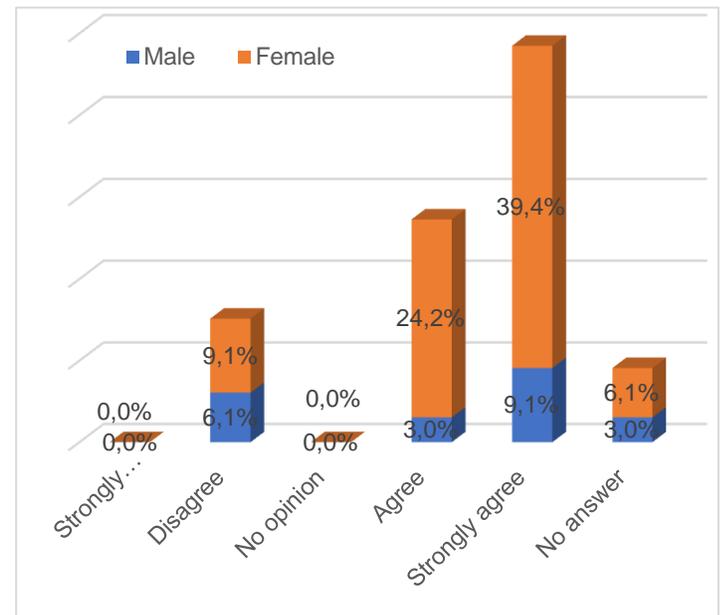


Figure (II- 15) shows that around two third of respondents **strongly agree** and **agree** that Measuring the gender impact of programs implemented in several areas through the collection of gender-disaggregated data and the production of specific indicators which include the gender dimension.

Similarly, Figure (II-16) reflects that around two third of **women** respondents **strongly agree** and **agree** Measuring the gender impact of programs implemented in several areas through the collection of gender-disaggregated data and the production of specific indicators which include the gender dimension.

e. Partners Organisations

- *Consideration of gender equity in partners' choice and agreements establishment*

Figure (II-17) : Consideration of gender equity in partners' choice

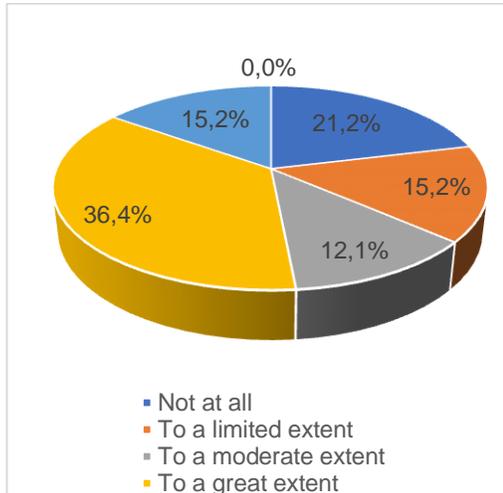


Figure (II-18) : Consideration of gender equity in partners' choice by Sex

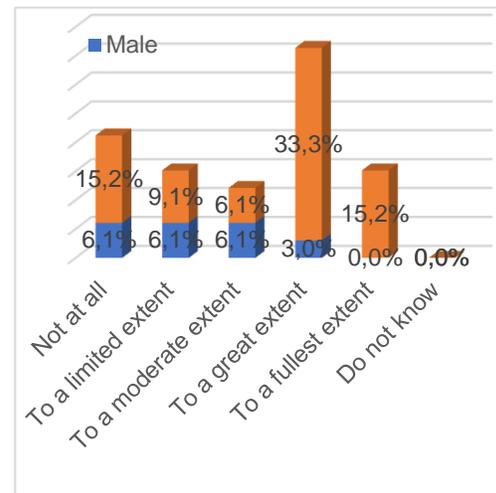


Figure (II-17) shows that around 50 percent of respondents believe **to a great extent** and **to the fullest extent** of considerations of gender equity in partners' choice and agreements establishment. While, around 30 percent of respondents **do not believe** or **believe to a limited extent** of considerations of gender equity in partners' choice and agreements establishment.

Similarly, Figure (II-18) reveals that around 50 percent of **women** respondents believe **to a great extent** and **to the fullest extent** of considerations of gender equity in partners' choice and agreements establishment.

- *The organization offers trainings in gender analysis, planning and evaluation for the benefit of partner organizations staff*

Figure (II-19): Training offered by organization in gender analysis

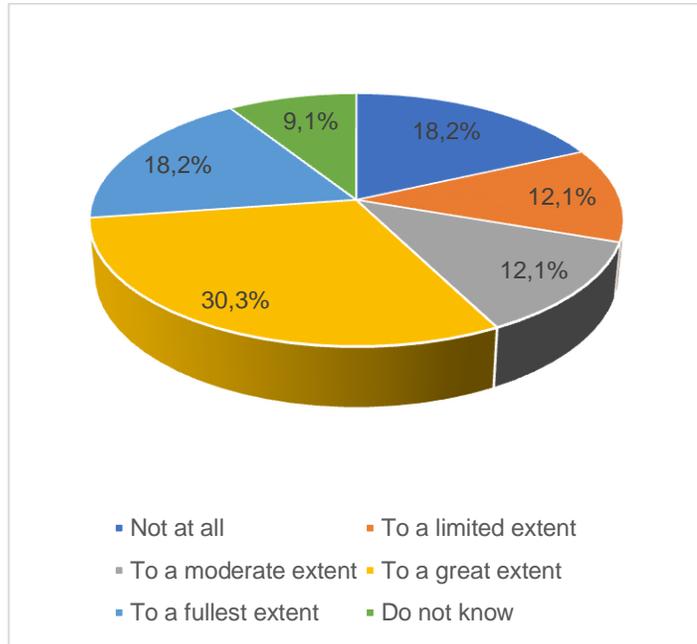
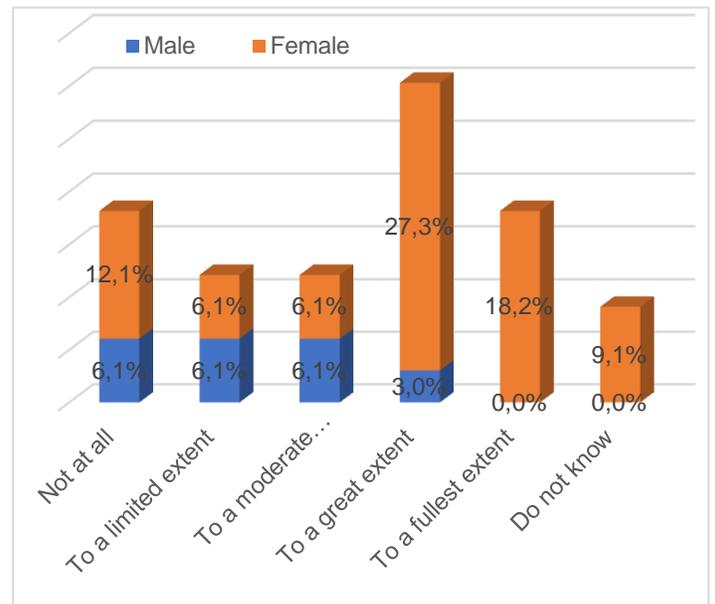


Figure (II-20): Training offered by organization in gender analysis by sex



Around 30 percent of respondents agree **to a great extent** that the organization offers trainings in gender analysis, planning and evaluation for the benefit of partner organizations staff. While, 20 percent of respondents agree **to a moderate extent** that the organization offers trainings in gender analysis, planning and evaluation for the benefit of partner organizations staff as reflected in Figure (II-19).

To the same end, Figure (II-20) shows that around 24 percent of **women** respondents agree **to a great extent** that the organization offers trainings in gender analysis, planning and evaluation for the benefit of partner organizations staff. While, 15 percent of **women** respondents agree **to a moderate extent** that the organization offers trainings in gender analysis, planning and evaluation for the benefit of partner organizations staff

- *The different obstacles encountered in terms of gender mainstreaming in programming level.*

Figure (II-21) : Lack of resources encountered for gender mainstreaming

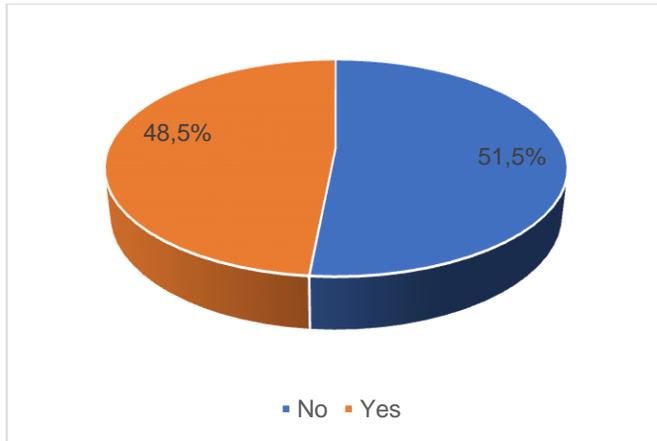


Figure (II-22) : Insufficient gender training for employees

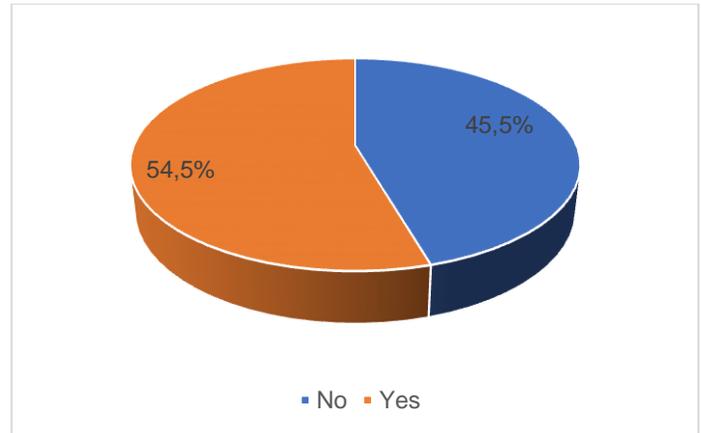


Figure (II-21) shows that around 48 percent of respondents agree that **lack of resources** encountered for gender mainstreaming is an important obstacle encountered in terms of gender mainstreaming in programming level.

To the same end, Figure (II-22) shows that around 54 percent of respondents agree that **insufficient gender training** for employees is an important obstacle encountered in terms of gender mainstreaming in programming level.

The analysis of the answers of respondents to the programme section of the rapid assessment reveals the existence of gender inequality at the programme level which signifies that gender is partially mainstreamed in programming. This is reflected in the answers of respondents that ranges between 50 percent to 75 percent with respect to program planning, programme implementation, technical expertise in gender, monitoring and evaluation of gender impacts of programs, the choice of partners' organizations and the identification of lack of resources and insufficient gender training as obstacles for gender mainstreaming.

Gender equity and equality at the organizational level

a. Gender Policy

- *The development of a written Gender Policy within the organization containing an operational plan defining a clear division of responsibilities*

Figure (II-23) : The development of a written Gender Policy within the organization

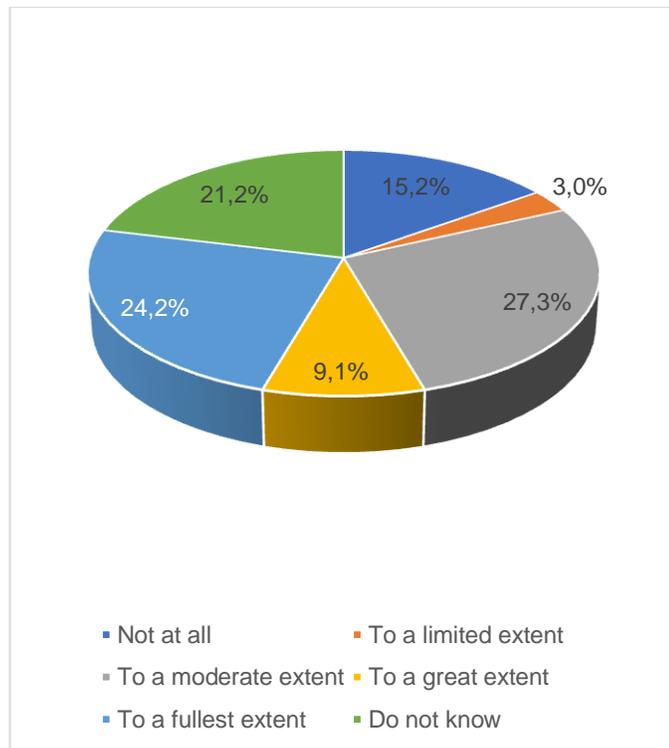


Figure (II-24) : The development of a written Gender Policy within the organization by sex

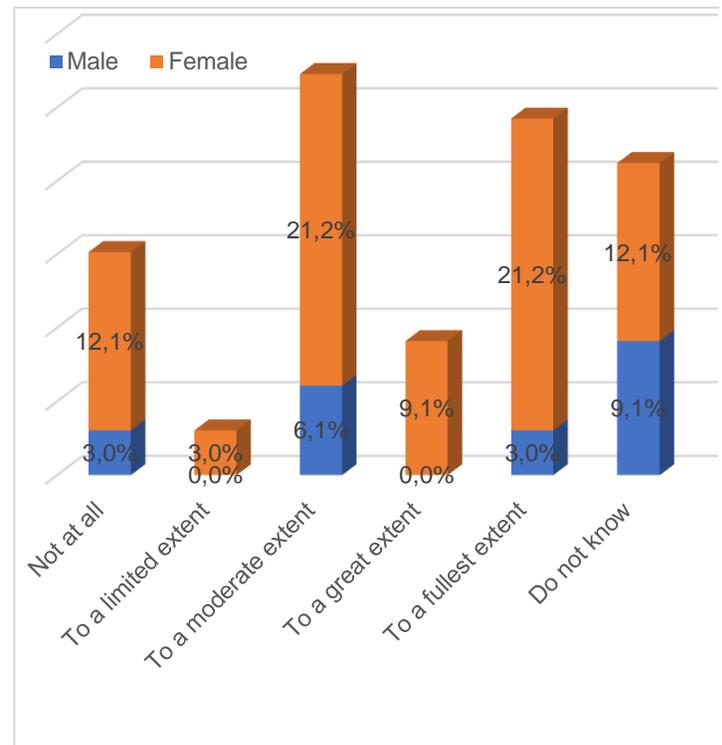


Figure (II-23) reveals that around 33 percent of respondents agree **to the fullest extent** and **to a great extent** of the development of a written Gender Policy within the organization containing an operational plan defining a clear division of responsibilities. While, around 21 percent of respondents agree **to a moderate extent** of the development of a written Gender Policy within the organization containing an operational plan defining a clear division of responsibilities.

Similarly, Figure (II-24) shows that around 30 percent of **women** respondents agree **to the fullest extent** and **to a great extent** of the development of a written Gender Policy within the organization containing an operational plan defining a clear division of responsibilities. While, around 21 percent of **women** respondents agree **to a moderate extent** of the development of a written Gender Policy within the organization containing an operational plan defining a clear division of responsibilities.

- *The existence of this policy helps to take gender into account during the planning process of organizational activities*

Figure (II-25) : Existence of gender policy helps in incorporating gender during the planning process

Figure (II-26) : Existence of gender policy helps in incorporating gender during the planning process by sex

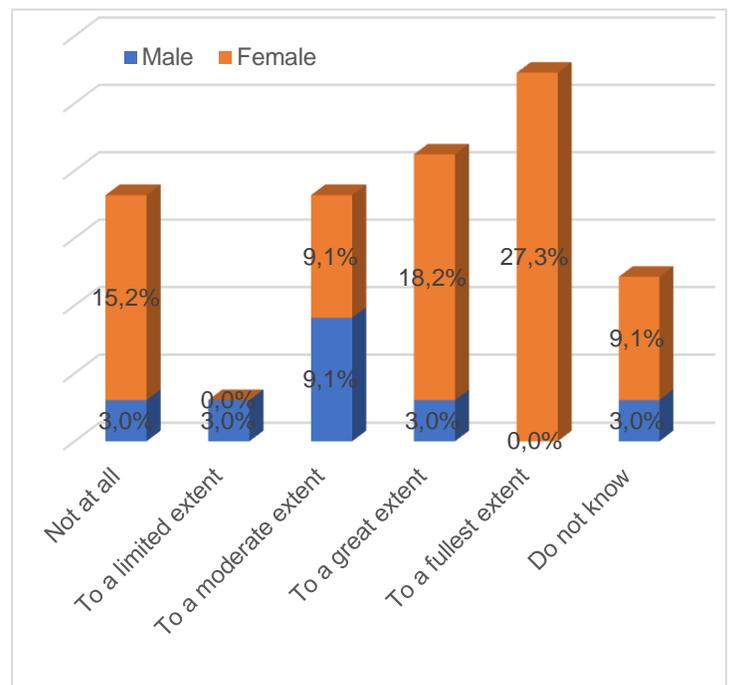
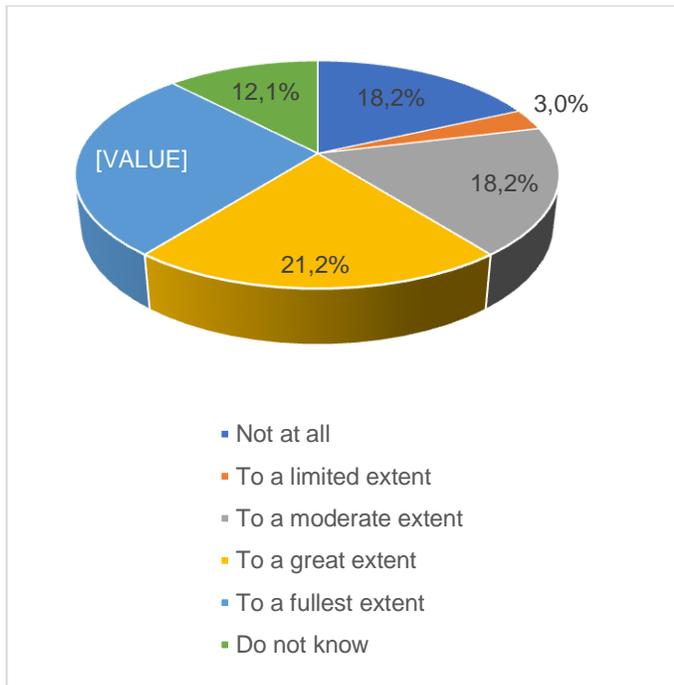


Figure (II-25) shows that around 48 percent of respondents agree **to the fullest extent** and **to a great extent** that the existence of this policy helps to take gender into account during the planning process of organizational activities. While, around 18 percent of respondents **do not agree** that the existence of this policy helps to take gender into account during the planning process of organizational activities.

Similarly, Figure (II-26) highlights that around 45 percent of **women** respondents agree **to the fullest extent** and **to a great extent** that the existence of this policy helps to take gender into account during the planning process of organizational activities. While, around 15 percent of **women** respondents **do not agree** that the existence of this policy helps to take gender into account during the planning process of organizational activities.

b. Staffing

- *During the recent years, the organization testified an increase in number of women working in decision-making or leadership positions at the central and field levels*

Figure (II-27) : The organization testified an increase in number of women working in decision-making or leadership positions

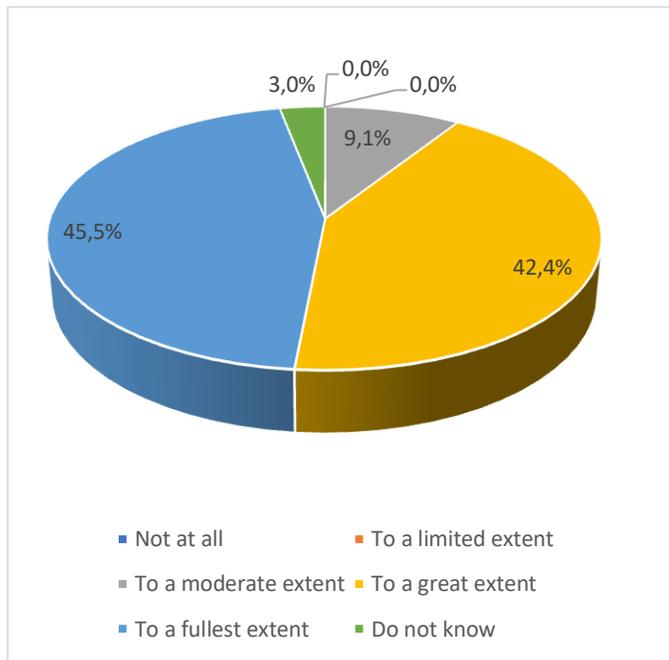


Figure (II-28) : The organization testified an increase in number of women working in decision-making or leadership positions by sex

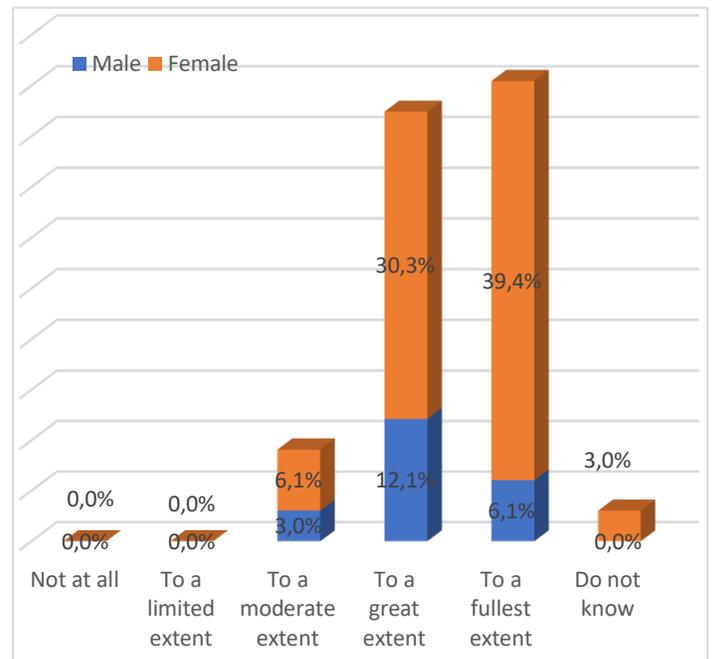


Figure (II-27) reveals that around 87 percent of respondents agree **to the fullest extent** and **to a great extent** that during the recent years, the organization testified an increase in number of women working in decision-making or leadership positions at the central and field levels.

Similarly, Figure (II-28) shows that around 69 percent of **women** respondents agree **to the fullest extent** and **to a great extent** that during the recent years, the organization testified an increase in number of women working in decision-making or leadership positions at the central and field levels.

c. Human Resources

- *Existence of a policy or regulation that provides a flexible working system and considers maternity / paternity leave, health or child care*

Figure(II-29) : Existence of a policy or regulation that provides a flexible working system and considers maternity / paternity leave, health or child care

Figure(II-30) : Existence of a policy or regulation that provides a flexible working system and considers maternity / paternity leave, health or child care by sex

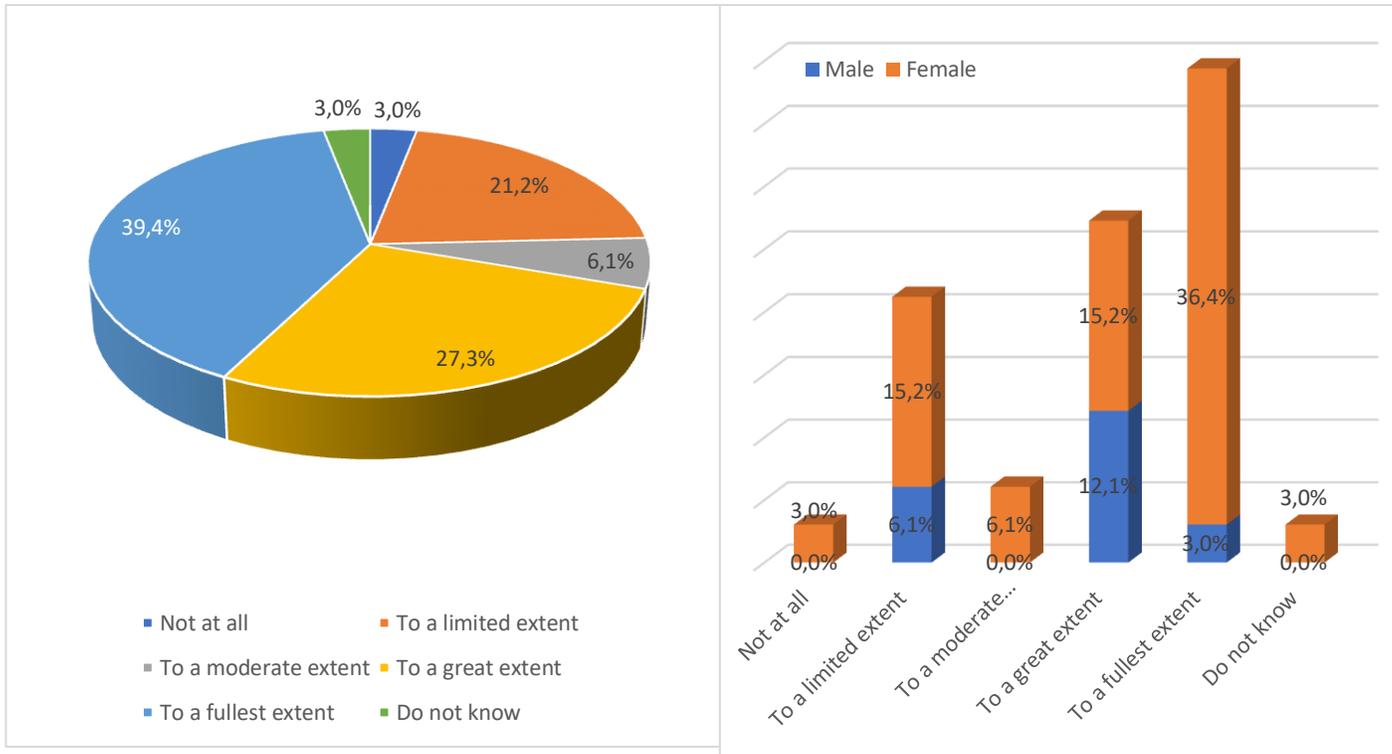


Figure (II-29) reveals that around 66 percent of respondents agree **to the fullest extent** and **to a great extent** of the existence of a policy or regulation that provides a flexible working system and considers maternity / paternity leave, health or child care. In addition, around 21 percent of respondents **agree to a moderate extent** of the existence of a policy or regulation that provides a flexible working system and considers maternity / paternity leave, health or child care.

To the same end, Figure (II-30) shows that around 51 percent of **women** respondents agree **to the fullest extent** and **to a great extent** of the existence of a policy or regulation that provides a flexible working system and considers maternity / paternity leave, health or child care. While, around 15 percent of **women** respondents **agree to a limited extent** of the existence of a policy or regulation that provides a flexible working system and considers maternity / paternity leave, health or child care.

- *Conducting training on the institutionalization of gender integration for staff and decision-makers allow the increase of gender expertise among the staff*

Figure (II-31) : Conducting training on the institutionalization of gender integration for staff and decision-makers allow the increase of gender expertise among the staff

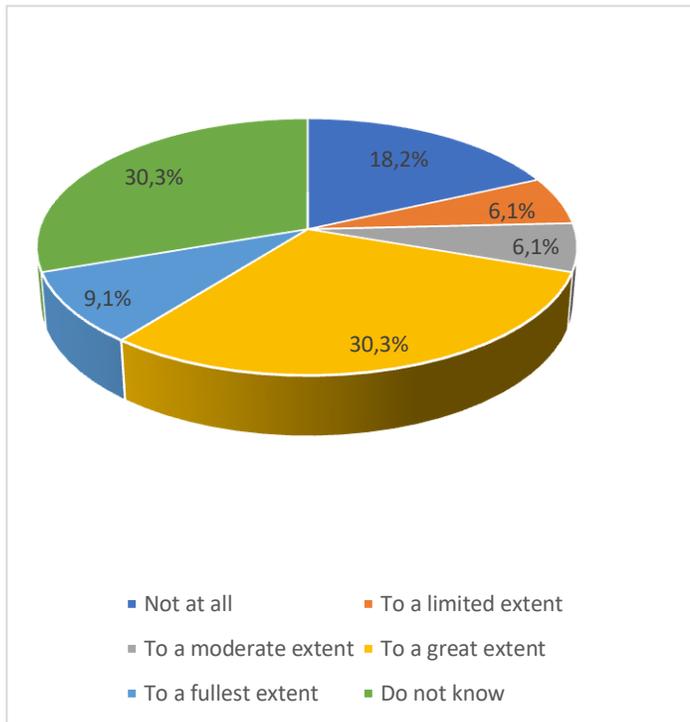


Figure (II-32) : Conducting training on the institutionalization of gender integration for staff and decision-makers allow the increase of gender expertise among the staff by sex

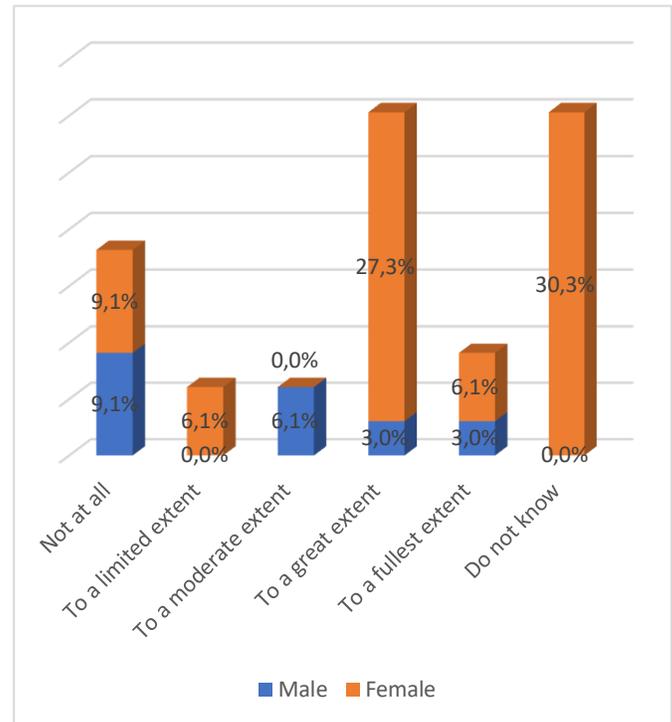


Figure (II-31) confirms that around 39 percent of respondents agree **to the fullest extent** and **to a great extent** that conducting training on the institutionalization of gender integration for staff and decision-makers allow the increase of gender expertise among the staff. While, around 30 percent of respondents **do not know** that conducting training on the institutionalization of gender integration for staff and decision-makers allow the increase of gender expertise among the staff.

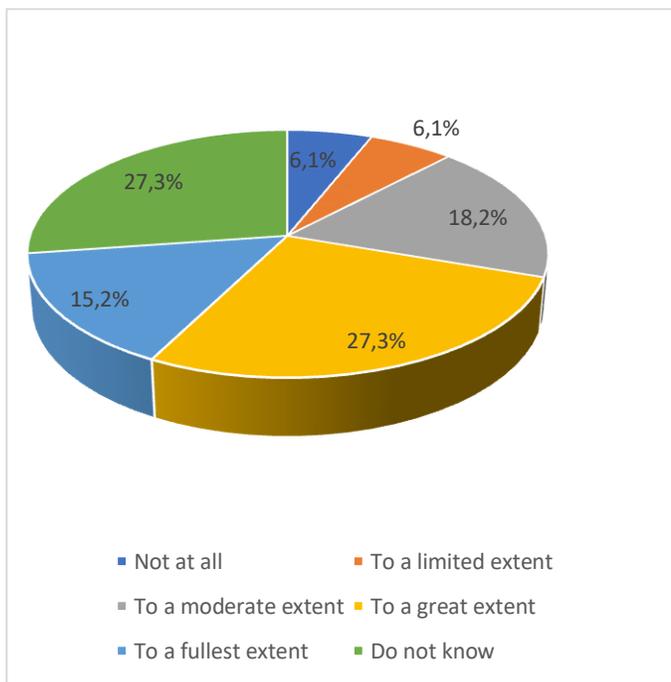
To the same end, Figure (II-32) reveals that around 33 percent of **women** respondents agree **to the fullest extent** and **to a great extent** that conducting training on the institutionalization of gender integration for staff and decision-makers allow the increase of gender expertise among the staff. While, around 30 percent of **women** respondents

do not know that conducting training on the institutionalization of gender integration for staff and decision-makers allow the increase of gender expertise among the staff.

d. Advocacy, Marketing and Communications

- *Women's organizations and gender experts influence the organization's policies and plans in advocacy field in aim to mainstream gender in their planning*

Figure(II-33) : Women's organizations and gender experts influence the organization's policies and plans in advocacy field



Figure(II-34) : Women's organizations and gender experts influence the organization's policies and plans in advocacy field

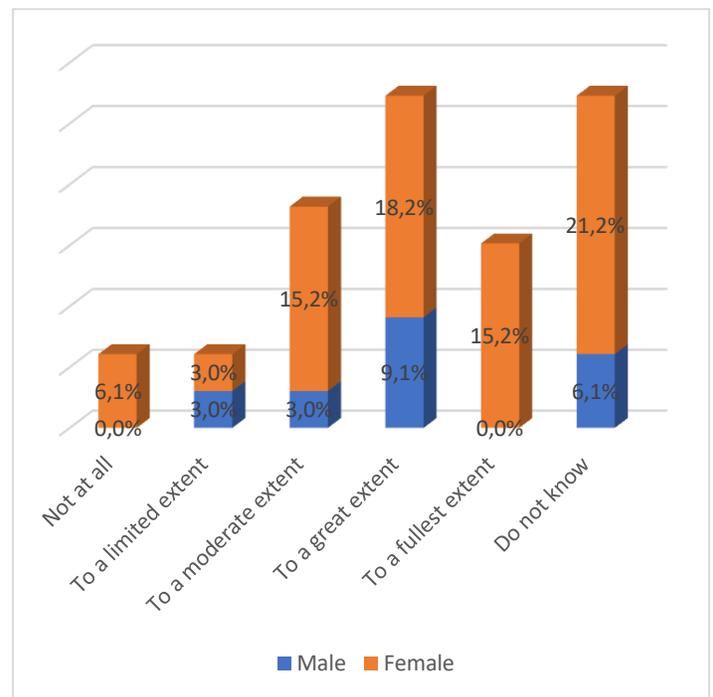


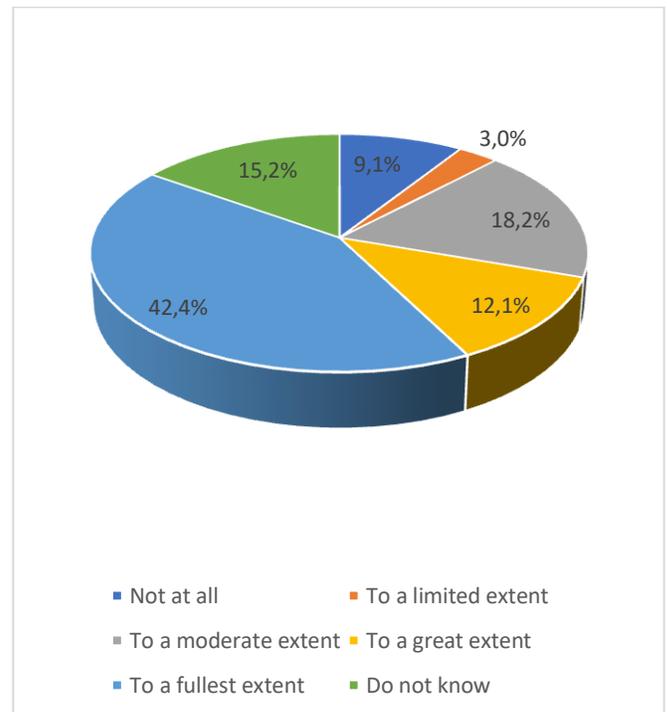
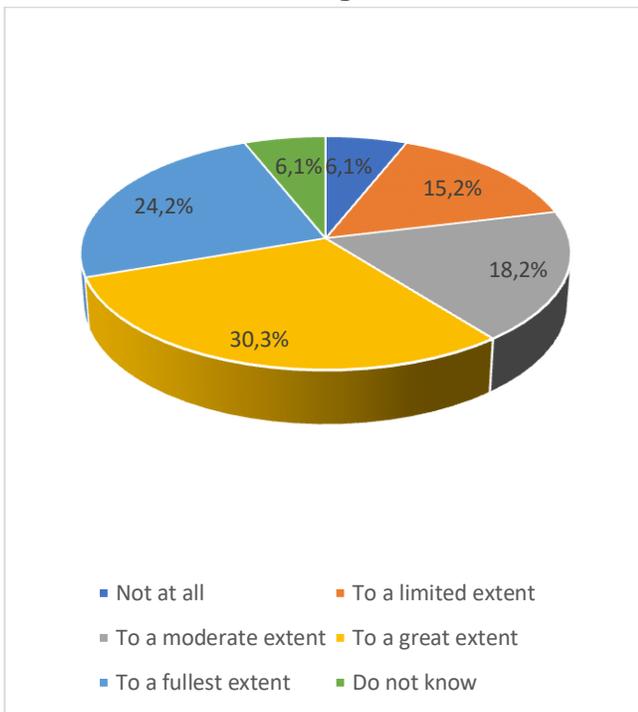
Figure (II-33) confirms that around 42 percent of respondents agree **to the fullest extent** and **to great extent**, **women's** organizations and gender experts influence the organization's policies and plans in advocacy field in aim to mainstream gender in their planning. While, around 27 percent of respondents **do not know** that women's organizations and gender experts influence the organization's policies and plans in advocacy field in aim to mainstream gender in their planning.

To the same end, Figure (II-34) reveals that around 33 percent of **women** respondents agree **to the fullest extent** and **to a great extent** women's organizations and gender experts influence the organization's policies and plans in advocacy field in aim to mainstream gender in their planning. While, around 21 percent of **women** respondents **do not know** that women's organizations and gender experts influence the

organization's policies and plans in advocacy field in aim to mainstream gender in their planning.

- *The gender perspective is reflected in the organization's advocacy and communication strategies as well as in its publications*

Figure (II-35) : The gender perspective is reflected in the organization's advocacy and communication strategies **Figure (II-36) : The gender perspective is reflected in the organization publications**



Around 54 percent of respondents **agree** and **strongly agree** that the gender perspective is reflected in the organization's advocacy and communication strategies as revealed in Figure (II-35).

Similarly, Figure (II-36) shows that also 54 percent of respondents **agree** and **strongly agree** that the gender perspective is reflected in the organization's publications.

e. Financial Resources

- *The organization devotes a sufficient budget to support the work of gender mainstreaming in the organization operational activities as well as for staff training on gender issues*

Figure (II-37) : The organization devotes a sufficient budget to support the work of gender mainstreaming in the organization operational activities

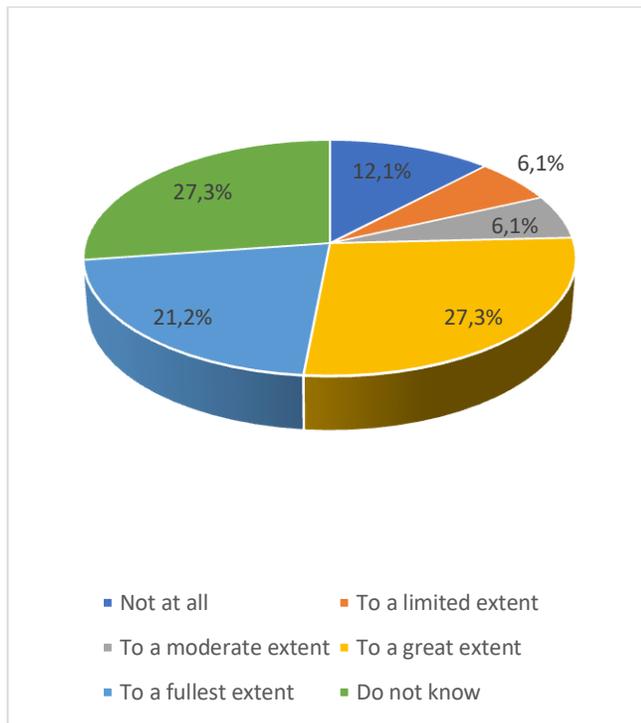


Figure (II-38) : The organization devotes a sufficient budget to support the work of gender mainstreaming in the organization operational activities by sex

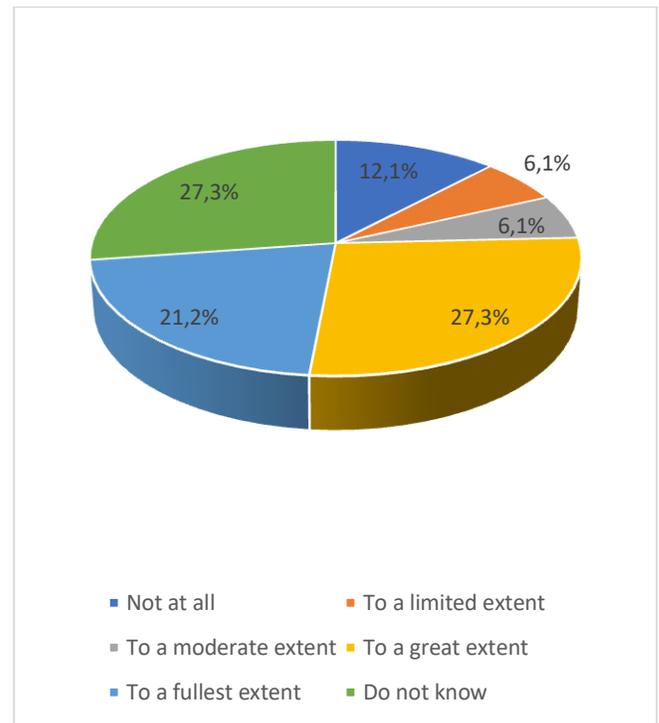


Figure (II-37) confirms that around 48 percent of respondents agree **to the fullest extent** and **to a great extent** that the organization devotes a sufficient budget to support the work of gender mainstreaming in the organization operational activities as well as for staff training on gender issues. While, around 27 percent of respondents **do not know** that that the organization devotes a sufficient budget to support the work of gender mainstreaming in the organization operational activities as well as for staff training on gender issues.

To the same end, Figure (II-38) shows that that around 42 percent of **women** respondents agree **to the fullest extent** and **to a great extent** that the organization devotes a sufficient budget to support the work of gender mainstreaming in the organization operational activities as well as for staff training on gender issues. While, around 21 percent of **women** respondents **do not know** that that the organization devotes a sufficient budget to support the work of gender mainstreaming in the organization operational activities as well as for staff training on gender issues.

f. Organisational Culture

- A set of procedures that regulate a gender-sensitive behavior was defined in aim to prevent the staff to face gender stereotypes or inappropriate behavior within the organization (sexual harassment), and all the staff is engaged in application of these rules

Figure (II-39): A set of procedures that regulate a gender-sensitive behavior was defined in aim to prevent the staff to face gender stereotypes or inappropriate behavior within the organization

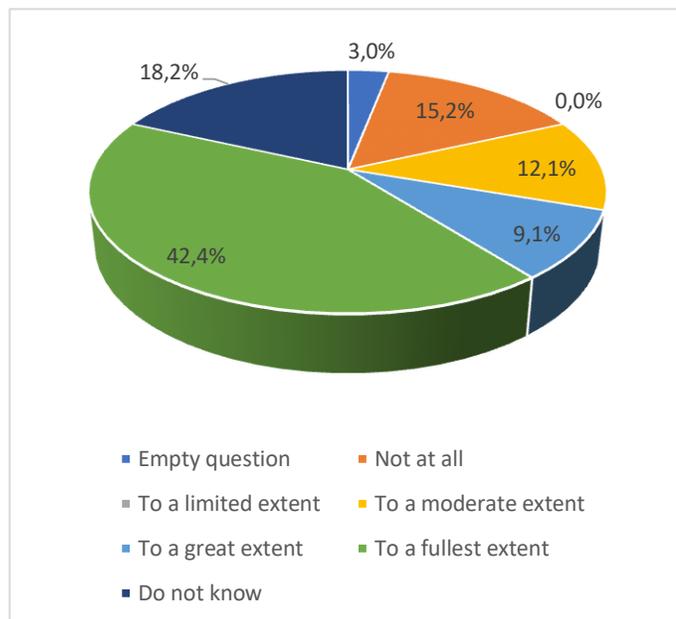
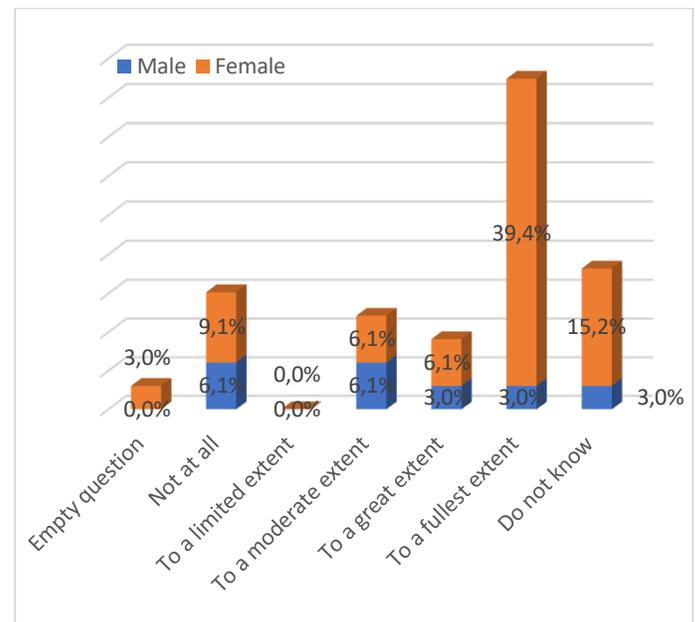


Figure (II-40): A set of procedures that regulate a gender-sensitive behavior was defined in aim to prevent the staff to face gender stereotypes or inappropriate behavior within the organization by sex



Around 51 percent of respondents **agree** and **strongly agree** that a set of procedures that regulate a gender-sensitive behavior was defined in aim to prevent the staff to face gender stereotypes or inappropriate behavior within the organization (sexual harassment), and all the staff is engaged in application of these rules. While, 18 percent of respondents **do not know** that a set of procedures that regulate a gender-sensitive behavior was defined in aim to prevent the staff to face gender stereotypes or inappropriate behavior within the organization (sexual harassment) as revealed in Figure (II-39).

Similarly, Figure (II-40) shows that Around 45 percent of **women** respondents **agree** and **strongly agree** that a set of procedures that regulate a gender-sensitive behavior was defined in aim to prevent the staff to face gender stereotypes or inappropriate behavior within the organization (sexual harassment), and all the staff is engaged in

application of these rules. While, 15 percent of **women** respondents **do not know** that a set of procedures that regulate a gender-sensitive behavior was defined in aim to prevent the staff to face gender stereotypes or inappropriate behavior within the organization (sexual harassment).

- *Men and women in the organization think that the organization is understanding their problems and specificities*

Figure (II-41) : The organization women think that the organization is understanding their problems and specificities

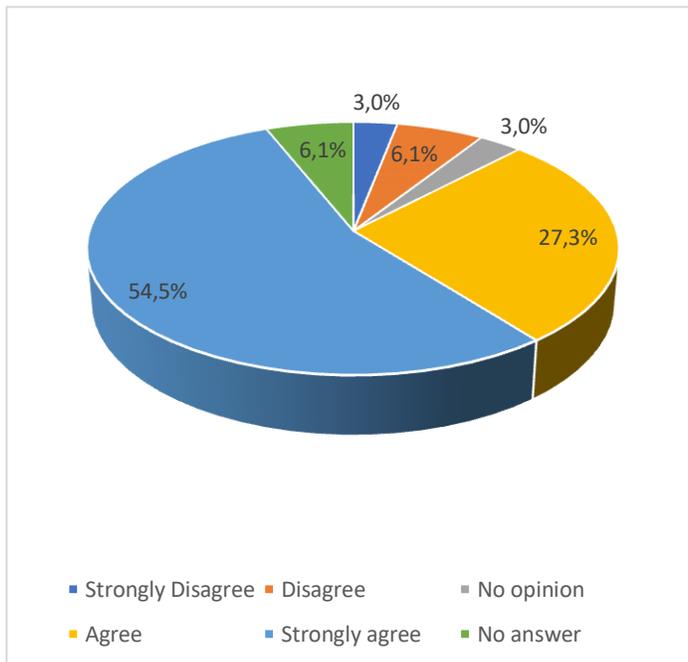


Figure (II-42) : The organization men think that the organization is understanding their problems and specificities

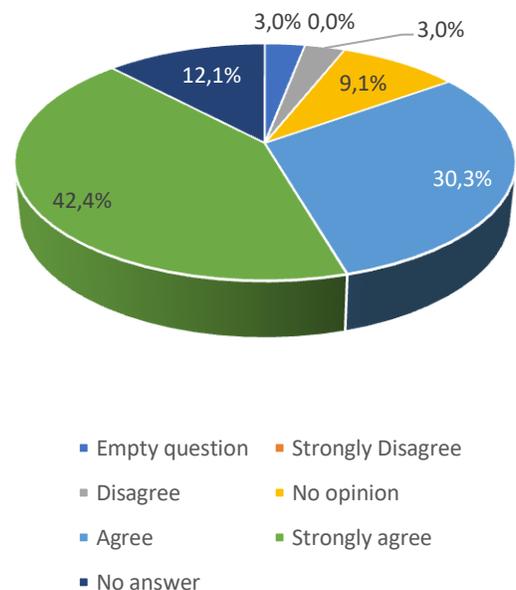


Figure (II-41) confirms that around 81 percent of respondents **agree to the fullest extent and to a great extent** that women in the organization women think that the organization is understanding their problems and specificities.

To the same end, Figure (II-42) confirms that around 72 percent of respondents **agree to the fullest extent and to a great extent** that women in the organization men think that the organization is understanding their problems and specificities.

The analysis of the answers of respondents to the organizational section of the rapid assessment reveals the existence of gender inequality at the programme level. The

analysis revealed that gender is partially mainstreamed at the organizational level. This is reflected in the answers of respondents that ranges between 30 percent to 50 percent with respect to the development of gender policy, number of employed women, institutionalization of gender training, gender mainstreaming of the organization advocacy and communication strategy, existence of a set of procedures to regulate gender sensitive behaviours and insufficient budget of gender mainstreaming in the organization.

The results of the rapid assessment are consistent with the low rank that Egypt has attained in relation to the gender gap index, specifically with respect to economic participation. It is not expected that Egypt will be able to close or at least bridge the gender gap unless gender is mainstreamed at the organizational and the programme level.

II.2.3 Results of the Key In-depth Interviews

The initial methodology of the assessment included conducting at least 3 Focus Group Discussions (FGDs) with government officials, NGOs' and private sector. However, due to the difficulty in coordinating with the NCW to conduct the FGDs, the Country team replaced the FGDs with 13 in-depth interviews with main stakeholders (for more details about interviewed institutions please refer to Annex C).

It is worth noting that the findings of the In-depth interviews confirmed the figures and facts presented in Part I and the finding of the rapid assessment.

The In-depth interviews tackled four main areas, and the main findings are highlighted as follows:

Area 1: Gender equality in development, legal rights and economy and commercial fields- Obstacles and opportunities

- Successful businesswomen and entrepreneurs are individual examples who managed to find their own way without institutional support at least at the initial phases of their business.
- The society still positions the main role of women as being the **reproductive role**. While, succeeding in the productive role, depends on how women can balance between her obligations in the productive role and reproductive role.
- Social norms and stereotypes still dominate, that is women bear the main responsibility of child care.
- Absence of good quality day care centres with reasonable cost to enable working mothers to get engaged in the private sector or establish her own business.

- Women do not have a wide network in comparison with men, the matter that do not enable women to succeed in business in the same way as men.
- There is disconnection between the education system and the market needs, the matter that has negative impact on gender equality in business, namely due to the fact that girls do not have equal opportunity for education as boys.
- The majority of Bi-lateral and Multi-lateral agreements are gender blind. However, the problem lies in the discrimination in availing data and information as well as support to large exporters that are mostly dominated by men.
- There is *discrimination* against women in terms of the implementation of the bilateral and multilateral trade agreements as most of services and facilities that are offered by various government bodies target bigger business men and there are no specific facilities, incentives, or training offered for women.
- Moreover, all advocacy and awareness efforts implemented by Ministry of Trade and Industry and the Federation of Egyptian Industries mostly target bigger companies that are mostly dominated by men.

Area 2: Access to resources and their control

- The society does not accept women in leadership positions, the matter that is reflected in the numbers of women who own commercial companies or are shareholders in commercial companies.
- Insufficiency of tailored program for women entrepreneurs that would focus on risk averse, communication and non-financial skills.
- Women face difficulties in accessing micro and small loans. In additions women face discrimination at the work place namely with regards to wages and training.
- Absence of comprehensive programs at the governorates level that would tackle the illiteracy of rural women and work on enhancing their technical skills and enable them to start up their own business.

Area 3: Change required to strengthen women's position and access to the market at the national, regional and international levels

- There is a need to change the social norms and stereotypes that men dominate the economic and business fields, through organizing awareness companies by the NCW and Business Women associations.
- Similarly, there is a need to change the social norms and stereotypes that women are the main caregivers, and the men would take part of the responsibility of child care the matter that would result in giving women some space to focus on her productive role. This can be achieved through organizing awareness companies through specialized media channels by the NCW.

Area 4: Communication and Advocacy

- Foundation of a wide database for commercial legislations and laws, needs and requirements for women commercial projects that provides information about funds in the commercial fields and workers opportunities.
- Implement awareness campaigns for commercial and trade rights and procedures for women entrepreneurs and businesswomen to get over the risk averse of women and encourage them to establish a new business or to expand their business.
- Avail all information related to exports opportunities that result from the bi-lateral and multilateral trade agreements to women entrepreneurs and businesswomen.

II.3 GAAA at the Programmatic Level

This section presents the results of the GAAA at the programmatic level, through analyzing the important multilateral and bilateral trade agreements that Egypt has signed, as well as national strategies, plans and programmes using four tools. **The first tool is the Gender and Human Rights in Trade (GHRT) quantitative content analysis tool.** The GHRT quantitative content analysis tool is used to support and refine the desk review and assessment of the documents representing the whole corpus. In this regard, it allows checking how many times a selected number of GHRT concepts and keywords are used (quantitative) such as gender, men and women, empowerment, considering the context in which these keywords are used for qualitative analysis and the interpretation of the quantitative findings. **The second tool is the GHRT qualitative content analysis.** This tool intends to check, count and analyze if the utilized language is sensitive to Gender and Human Rights and if the main streaming is made in all policy making and/or programming process: starting from the assessment and analysis of the situation and related gender diagnosis, selection of priorities to the stated objectives, planned and implemented actions to the expected and achieved results and finally monitoring and evaluation mechanisms and indicators. **The third tool is the GHRT Continuum Guidelines.** This tool is the framework that appraises the process, the approach and interventions from gender blind (gender blind refers to a failure to identify or acknowledge difference on the basis of gender where it is significant: i.e. Referring to people, vulnerable and poor almost all the time without distinguishing them by sex or according to the gender construction and distribution of labour within the family and society) to transformative visions towards Gender Equality and Human Rights. It sums quantitatively the results of the Continuum and analyses them quantitatively to define what are the trends and approaches and confirms the results of the findings of the first and the second tool. These trends and approaches aim to improve women's situation and access to their basic rights and status, either in the

context of their traditional reproductive role (WID) or considering their reproductive contribution (WAD). Finally, **the fourth tool is the Fair Trade Principles Checklist.** Countries and /or organizations that are not members of the World Fair Trade Organization (WFTO) are not committed to its rules, principles or code of conduct, and therefore not accountable for their implementation or respect. However, the WFTO's principles could be considered as enough pertinent to be used as a Gender and Trade checklist to assess the economic and trade policies and related programmes, as it is based on 10 principles that are gender sensitive (addressing gender norms, role and access to resources in as far as needed to reach project goals) and extol Non-discrimination, Equity and Women Economic Empowerment and Women-men equality with respect to the right of equal pay for equal work. It is worth noting that Egypt is not member of the WFTO.

The ten principles are as follows:

Principle One: Creating Opportunities for Economically Disadvantaged Producers

→ Poverty reduction: towards economic self-sufficiency for producers

Principle Two: Transparency and Accountability

→ Transparency and accountability in management and commercial relations

Principle Three: Fair Trading Practices

→ Social, economic and environmental welfare of producers.

Principle Four: Fair Payment

→ Fair payment is made up of Fair Prices, Fair Wages and Local Living Wages taking into account the principle of equal pay for equal work by women and men

Principle Five: Ensuring no Child Labour and Forced Labour

→ Adhesions to the UN Convention on the Rights of the Child, and enforcement of national/ local law on the employment of children.

Principle Six: Commitment to Non- Discrimination, Gender Equity and Women's Economic Empowerment, and Freedom of Association

→ Respect of trade union rights and rejection of any form of discrimination based on race, caste, national origin, religion, disability, sex, gender, identity, sexual orientation, union membership, political affiliation, HIV/AIDS status or age in hiring, remuneration, access to training, promotion, termination and retirement.

Principle Seven: Ensuring Good Working Conditions

→ Respect for labour rights in compliance with the national laws of countries and the conventions of the International Labour Organization (ILO).

Principle Eight: Providing Capacity Building

- Promotion of trade opportunities for small, marginalized producers and workers to enable continuous development of knowledge and skills

Principle Nine: Promotion of Fair Trade

- Awareness raising of the need for greater justice in world trade through Fair Trade

Principle Ten: Respect for the Environment

- Priority to products made from raw materials that originate from sustainability managed sources and have the least overall impact on the environment.

The four tools provide concrete evidence on how gender and consequently human rights are -or not – incorporated into multilateral and bilateral trade agreements, national strategies, plans, and programmes. Based on the findings of such review, the study shall identify best ways to fill the identified gaps towards gender equality in economic development with focus on trade.

II.3.1 Multilateral and Bi-lateral Trade Agreements

The GHRT qualitative content tool, the GHRT quantitative content tool and the GHRT Continuum guidelines tools were used to analyse the legal text of the results of the **Uruguay Round of multilateral trade negotiations** what is called the “**World Trade Organization Agreement**” (WTO) signed in 1995. As expected, the analysis reveals the absence of any specific keywords for gender, gender mainstreaming, reference for human rights related issues and the CEDAW convention, as highlighted in Figure (II- 43 below). Although, the word discrimination was mentioned several times, nevertheless it refers to discrimination between countries and not gender discrimination.

The analytical framework of the agreement is gender blind as it fails to identify or acknowledge difference on the basis of gender. To the same end, the programmatic framework is not gender informed as it does not analyse gender related issues, or aim to narrow gender disparities.

Similarly, the Fair Trade Principles Checklist was used to analyse the WTO agreement. The analysis reveals that the agreement addresses only three Fair Trade Principles that are: principle 2: transparency and accountability, principle 8: providing capacity building and principle 10: respect for the environment where agreement has some articles that refers to those principles. However, there was no mention to the other important gender sensitive principles namely Principle 4: Fair payment and Principle 6: Commitment to Non- Discrimination, Gender Equity and Women’s Economic Empowerment, and Freedom of Association and Principle 9: Promotion of Fair Trade.

Similarly, the GHRT qualitative content tool, the GHRT quantitative content tool and the GHRT Continuum guidelines tools were used to analyse the **Agadir regional trade agreement** among Egypt, Jordan, Morocco and Tunisia (signed in 2004), the **Greater Arab Free Trade Agreement (GAFTA)** among all Arab countries (signed in 1978), the **Agreement establishing a Tripartite Free Trade Area among the Common Market for Eastern And Southern Africa, the East African Community and the Southern African Development Community** (signed in 2017), the **Protocol between Egypt and Israel on Qualifying Industrial Zones (QIZ)** (signed in 2005), **Bilateral Free Trade Agreement between Egypt and Jordan** (signed in 1998), and the **Execution Programme for Reinforcing Bilateral Trade among Egypt and Lebanon** within the framework of GAFTA (signed in 1999). As expected, the analysis reveals the absence of any specific keywords for gender, gender main streaming, reference for human rights related issues and the CEDAW convention as highlighted in Figure (II- 43) below.

Moreover, the analytical framework of the agreements, the protocol, and the Execution Programme are gender blind as it fails to identify or acknowledge difference on the basis of gender. To the same end, the programmatic framework is not gender informed as it does not analyse gender related issues, or aim to narrow gender disparities.

Similarly, the Fair Trade Principles Checklist was used to analyse agreements, the protocol, and the Execution Programme. The analysis reveals that the agreements, the protocol, and Execution Programme do not address Fair Trade Principles, except the Tripartite Free Trade Agreement that addresses only principle 2: transparency and accountability, and principle 8: providing capacity building. However, there is no reference to the other important gender sensitive principles namely Principle 4: Fair payment and Principle 6: Commitment to Non- Discrimination, Gender Equity and Women's Economic Empowerment, and Freedom of Association and Principle 9: Promotion of Fair Trade.

On the other hand, the GHRT qualitative content tool, the GHRT quantitative content tool and the GHRT Continuum guidelines tools were used to analyse the **Egyptian-European Partnership Agreement** (signed in 2001) and the **Agreement of the Common Market for Eastern and Southern Africa (COMESA)** (signed in 1992). The analysis reveals that agreements include partial reference to women and gender. The Egyptian- European partnership agreement has referred to the word "women" three times, the word "men" one time, and the word non-discrimination six times however with non-specific reference to gender (it refers to discrimination between countries) as highlighted in the below Figure (II-43). The agreement highlights the need to provide training for women.

In addition, the agreement uses partial sex disaggregated language (male/female), where the focus on women goes partially beyond their roles as mothers to being producers and exporters. Thus, the analytical framework of both agreements are partially gender sensitive (addressing gender norms, roles and access to resources in so far as needed to reach project goals), and the programmatic framework is partially gender informed.

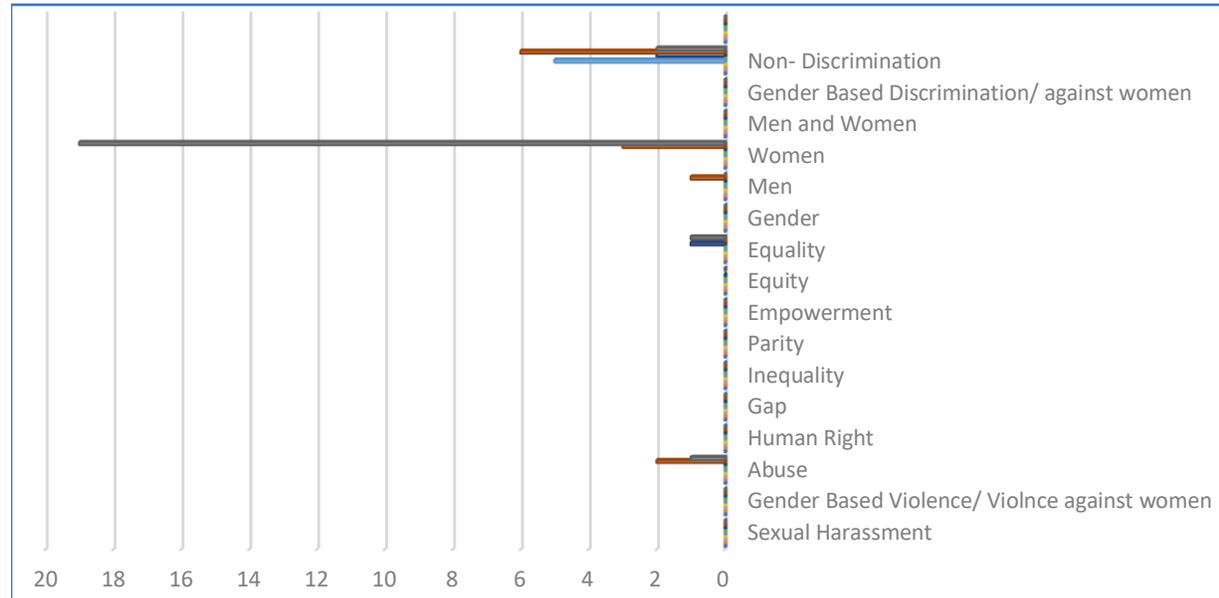
Finally, the Fair Trade Principles Checklist was used to analyse the agreement. The analysis reveals the use of only one Fair Trade Principle, namely in relation to principle 6: Commitment to non-discrimination and women's economic empowerment, and freedom of association. However, there was no mention to the other important gender sensitive principles namely Principle 4: Fair payment and Principle 9: Promotion of Fair Trade.

While, the analysis of the GHRT qualitative content tool, the GHRT quantitative content tool and the GHRT Continuum guidelines tools reveals that the COMESA agreement has referred to the word "women" nineteen times, the words "equity- abuse – Non-discrimination" one time with no specific reference to gender (it refers to discrimination between countries) as highlighted in the below Figure (II-43). The frequent use of the word women in the agreement is attributed to the existence of a dedicated section for women in business.

In addition, the agreement uses sex disaggregated language (male/female), where the focus on women goes beyond their roles as mothers to being producers and exporters. Thus, the analytical framework is gender sensitive as it acknowledges difference on the basis of gender, and the programmatic framework is partially gender informed as it analyses partially gender related issues.

Finally, the Fair Trade Principles Checklist was used to analyse the agreement. The analysis reveals the use of partial Fair Trade Principles, namely in relation to principle 2: Transparency and accountability, Principle 6: Commitment to non-discrimination and women's economic empowerment, and freedom of association, and principle 8: providing capacity building as the Agreement has some articles that refers to those principles. However, there was no mention to the other important gender sensitive principles namely Principle 4: Fair payment and Principle 9: Promotion of Fair Trade.

Figure (II-43): Word Count for the results of the GHRT Quantitative Tool for Multilateral and Bilateral Trade Agreements



II.3.2 Strategies, plans and programs at the national level

Strategies

The GHRT qualitative content tool, the GHRT quantitative content tool, the GHRT Continuum guidelines and the Fair Trade Principles tools were used to analyse four strategies that are: The Sustainable Development Strategy-Egypt Vision 2030, Women Empowerment Strategy, the Exports Promotion Strategy, and Plan International Country Strategy (2016-2020).

The Sustainable Development Strategy: Egypt Vision 2030⁸⁶ presents Egypt's strategy for meeting the Strategic Development Goals in 2030 under three pillars that are: The Economic Pillar, The Social Justice Pillar, and The Environmental Pillar. The analysis of the GHRT quantitative tool reveals that the strategy has used gender words

⁸⁶ Ministry of Planning, Monitoring and Administrative Reform, 2016.

frequently. In this regard, the strategy referred to the word “women” ten times, the word “men” one time, and the word “gender” fourteen times, the word “equality” five times and the word “Gap” 10 times, the word “empowerment” one time and the word “equity” one time as highlighted in the below Figure (II-44).

Similarly, the GHRT qualitative analysis reveals that the strategy provides useful baseline information on women’s and girls’ rights and gender equality as it refers to the indicators of the Gender Gap Index, and it includes specific objectives related to gender equality in the social justice pillar.

The GHRT Continuum tools reveal that the strategy includes frequent reference to women and gender. Thus, the analytical framework of the strategy is gender sensitive, where the programmatic framework is gender informed as it analyses gender related issues.

Finally, the Fair Trade Principles Checklist was used to analyse the strategy. The analysis reveals the use of partial Fair Trade Principles, namely in relation to principle 8: providing capacity building. However, there was no mention to the other important gender sensitive principles namely Principle 4: Fair payment and Principle 6: Commitment to Non- Discrimination, Gender Equity and Women’s Economic Empowerment, and Freedom of Association and Principle 9: Promotion of Fair Trade.

The analysis of *the Exports Promotion Strategy*⁸⁷ using the GHRT quantitative tool reveals that the strategy is gender blind as it did not use any gender words as highlighted in the below Figure (II-44).

Similarly, the GHRT qualitative analysis reveals that the strategy does not incorporate any information on women’s and girls’ rights and gender equality.

The GHRT Continuum tools confirms that the strategy does not include any reference to women and gender. Thus, the analytical framework of the strategy is gender blind, and the programmatic framework is not gender informed.

Finally, the Fair Trade Principles Checklist was used to analyse the strategy. The analysis reveals the use of partial Fair Trade Principles, namely in relation to principle 8: providing capacity building. However, there was no mention to the other important gender sensitive principles namely Principle 4: Fair payment and Principle 6: Commitment to Non- Discrimination, Gender Equity and Women’s Economic Empowerment, and Freedom of Association and Principle 9: Promotion of Fair Trade.

The analysis of *the National Strategy for Women Empowerment 2030*⁸⁸ using the GHRT quantitative tool reveals that the strategy always uses gender words. In this

⁸⁷ Exports Promotion Agency, 2018.

regard, the strategy refers to the word “women” two hundred ninety-nine times, the word “men” one time, and the word “gender” twenty-eight times, the term “Gender Based Violence” four times and the word “Gap” one time, the word “abuse” one time and the word “parity” six time as highlighted in the below Figure (II-44).

Similarly, the GHRT qualitative analysis reveals that the strategy provides complete baseline information on women’s and girls’ rights and gender equality as it uses frequently sex-disaggregated language and identify gaps in data disaggregation by sex, highlight the importance of improving national data collection, refers to gender-based discrimination, gender mainstreaming, and employs Human Rights Based approach to programming. Similarly, it narrows gender disparities in planning, programming and budget.

The GHRT Continuum tools reveal that the strategy always refers to women and gender. Thus, the analytical framework of the strategy is gender sensitive, where the programmatic framework is gender informed and gender responsive as it creates an environment through site selection, staff selection, program development, content, and material that reflects an understanding of the realities of the lives of women and girls and that addresses and responds to their strengths and challenges.

Finally, the Fair Trade Principles Checklist was used to analyse the strategy. The analysis reveals the use of partial Fair Trade Principles, namely in relation principle 8: providing capacity building. However, there was no mention to the other important gender sensitive principles namely Principle 4: Fair payment and Principle 6: Commitment to Non- Discrimination, Gender Equity and Women’s Economic Empowerment, and Freedom of Association and Principle 9: Promotion of Fair Trade.

Plan International Country Strategy (2016-2020)⁸⁹ were analysed using the four tools. The analysis of the GHRT quantitative tool reveals that the strategy always uses gender words. In this regard, the strategy refers to the word “women” fifty-five times, the word “men” eleven times, and the word “gender” forty times, the term “Gender Based Violence” nine times and the word “Gap” six time, the word “abuse” one time, the word “equality” twelve times, the word “sexual harassment” six times and the word “empowerment” seven time as highlighted in the below Figure (II-44).

Similarly, the GHRT qualitative analysis reveals that the strategy provides complete baseline information on women’s and girls’ rights and gender equality as uses frequently sex-disaggregated language and identify gaps in data disaggregation by sex, highlight the importance of improving national data collection, refers to gender-based

⁸⁸ NCW, 2017.

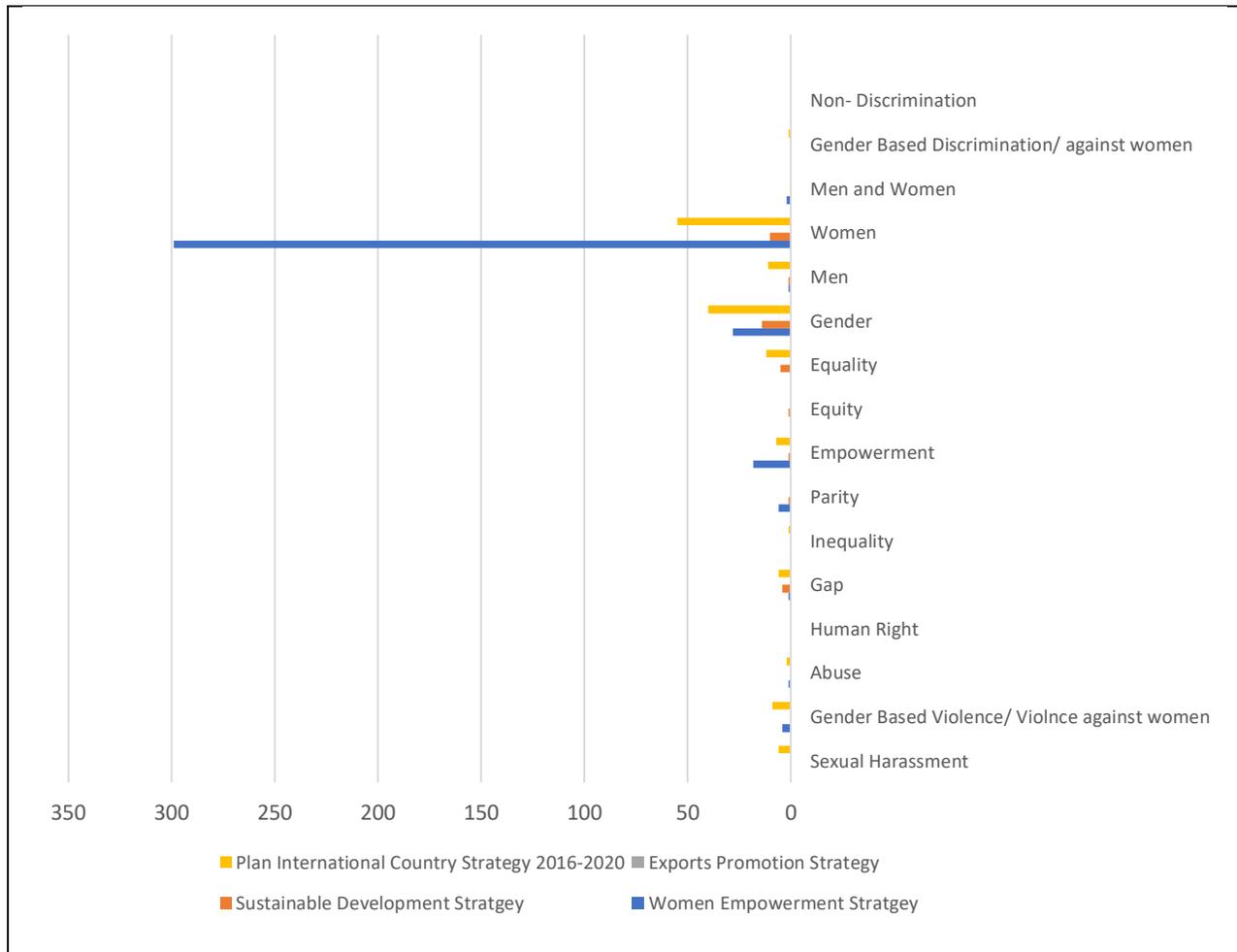
⁸⁹ Plan International Egypt. 2017. *Revised Country Strategy (2016-2020)*, Plan International Egypt, Cairo.

discrimination, gender mainstreaming, and employs Human Rights Based approach to programming. In addition, it narrows gender disparities in planning, programming and budget.

The GHRT Continuum tools reveals that the strategy always refers to women and gender. Thus, the analytical framework of the strategy is gender sensitive, where the programmatic framework is gender informed and gender responsive as it creates an environment through site selection, staff selection, program development, content, and material that reflects an understanding of the realities of the lives of women and girls and that addresses and responds to their strengths and challenges.

Finally, the Fair Trade Principles Checklist was used to analyse the strategy. The analysis reveals the use of partial Fair Trade Principles, namely in relation principle 7: Ensuring good working conditions. However, there was no mention to the other important gender sensitive principles namely Principle 4: Fair payment and Principle 6: Commitment to Non- Discrimination, Gender Equity and Women's Economic Empowerment, and Freedom of Association and Principle 9: Promotion of Fair Trade.

Figure (II-44): Word Count for the results of the GHRT Quantitative Tool for National Strategies



II.3.3 National Plans and Programs

The NCW plan for the period (2015-2018)⁹⁰ was examined using GHRT quantitative tool. The analysis reveals that the plan always refers to and uses gender words. In this regard, the plan uses the word “women” two hundred ninety-nine times, the word “men” one time, and the word “gender” eighty-six times, the term “Gender Based Violence” four times and the word “parity” five times, the word “gender” one time and the word “empowerment” three times as highlighted in the below Figure (II-45).

Similarly, the GHRT qualitative analysis reveals that the plan provides a baseline information on women’s and girls’ rights and gender equality as uses frequently sex-disaggregated language and identify gaps in data disaggregation by sex, highlight the importance of improving national data collection, refers to gender-based discrimination, gender mainstreaming, and employs Human Rights Based approach to programming. Similarly, it narrows gender disparities in planning, programming and budget.

⁹⁰ NCW, 2015.

The GHRT Continuum tools reveals that the plan always refers to women and gender. Thus, the analytical framework of the plan is gender sensitive, where the programmatic framework is gender informed and gender responsive as it creates an environment through site selection, staff selection, program development, content, and material that reflects an understanding of the realities of the lives of women and girls and that addresses and responds to their strengths and challenges.

The Fair Trade Principles Checklist was used to analyse the strategy. The analysis reveals the use of partial Fair Trade Principles, namely in relation to principle 7: ensuring good working conditions and principle 8: providing capacity building. However, there was no mention to the other important gender sensitive principles namely Principle 4: Fair payment and Principle 6: Commitment to Non- Discrimination, Gender Equity and Women's Economic Empowerment, and Freedom of Association and Principle 9: Promotion of Fair Trade.

The analysis of **FORSA project**⁹¹ document using GHRT quantitative tool reveals that the plan frequently refers and uses gender words. In this regard, the project document used the word "women" ten times, the word "men" four times, and the word "empowerment" fourteen times, the word "gap" five times, and the word "equity" one time as highlighted in the below Figure (II-45).

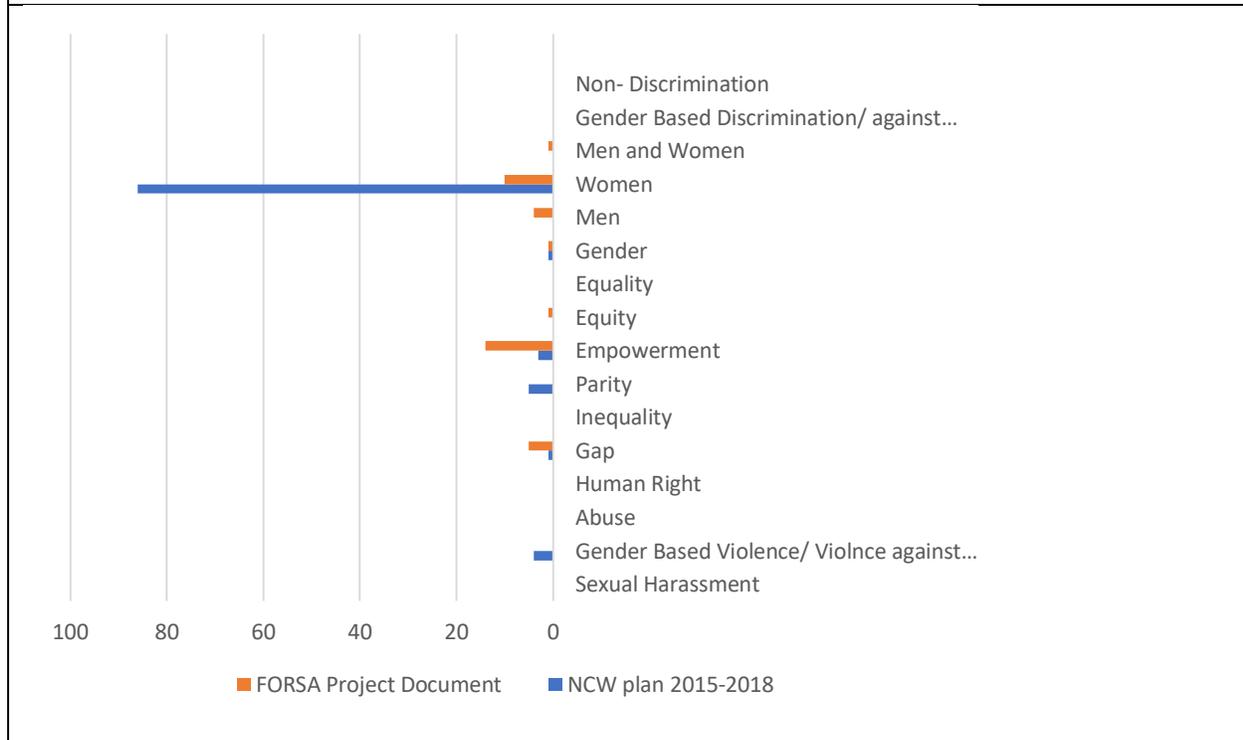
Similarly, the GHRT qualitative analysis reveals that the project document provides partial baseline information on women's and girls' rights and gender equality as uses partially sex-disaggregated language and identify partially gaps in data disaggregation by sex, and refers to gender-based discrimination, gender mainstreaming, and employs Human Rights Based approach to programming.

The GHRT Continuum tools reveals that the project document frequently refers to women and gender. Thus, the analytical framework of the plan is partially gender sensitive, where the programmatic framework is partially gender informed as it analyses partially gender related issues.

In addition, the Fair Trade Principles Checklist was used to analyse the strategy. The analysis reveals the use of partial Fair Trade Principles, namely in relation to principle 1: creating opportunities for economically disadvantaged producers, 6: ensuring no child labour and forced labour and principle 8: providing capacity building. However, there was no mention to the other important gender sensitive principles namely Principle 4: Fair payment and Principle 6: Commitment to Non- Discrimination, Gender Equity and Women's Economic Empowerment, and Freedom of Association and Principle 9: Promotion of Fair Trade.

⁹¹ Ministry of Social Solidarity, 2018.

Figure (II-45): Word Count for the results of the GHRT Quantitative Tool for National Plans and Programs



II.4 Conclusions

II.4.1 Summary of results

- ***Gender equity and equality at the organizational level***

We can conclude from the results of the analysis for gender equity and equality at the organizational level that gender is partially mainstreamed in programming. This is reflected in the answers of respondents that ranges between 50 percent to 75 percent with respect to program planning, programme implementation, technical expertise in gender, monitoring and evaluation of gender impacts of programs, the choice of partners' organizations and the identification of lack of resources and insufficient gender training as obstacles for gender mainstreaming. Similarly, gender is partially mainstreamed at the organizational level. This is reflected in the answers of respondents that ranges between 30 percent to 50 percent with respect to the development of gender policy, number of employed women, institutionalization of gender training, gender mainstreaming of the organization advocacy and communication strategy, existence of a set of procedures to regulate gender sensitive behaviours and insufficient budget of gender mainstreaming in the organization.

- ***Gender equity and equality in programming***

The results of the content analysis tools reveal that gender is mainstreamed in the women mechanism strategy and plans as well as the sustainable development strategy and plan international Country Strategy. While, gender is partially mainstreamed in the national employment program “FORSA Project” implemented by the Ministry of Social Solidarity. On the other hand, the export promotion strategy is gender blind. Thus, there is a need to do harmonization among the strategies that tackle women empowerment and trade strategies.

Moreover, the majority of the analyzed trade agreements, strategies, plans and documents did not tackle important gender sensitive fair trade principles such as namely Principle 4: Fair payment and Principle 6: Commitment to Non- Discrimination, Gender Equity and Women’s Economic Empowerment, and Freedom of Association and Principle 9: Promotion of Fair Trade.

II.4.2 Results' correlation

The results of the rapid assessment and the content analysis tools are consistent with the low rank that Egypt has attained in relation to the gender gap index, specifically with respect to economic participation. It is not expected that Egypt will be able to close or at least bridge the gender gap unless gender is mainstreamed at the organizational and the programme level. Similarly, the results of the content analysis tools confirm the findings of Part 1, that is the national trade strategies, namely the exports promotion strategy is gender blind and there is no clear harmonization between trade strategies and women empowerment strategies, plans and programmes.

II.5 RECOMMENDATIONS

To monitor and evaluate gender equality and equality at the organizational level, it is recommended to establish a monitoring and evaluation system that can regularly track the progress of the indicators highlighted in the organizational section, where the results of the portrayed indicators can be used as baseline.

Moreover, it is recommended to consult with women mechanisms and specialized women business associations when drafting trade strategies, plans and programs to ensure that gender is mainstreamed.

PARTIE III: GENDER & TRADE STATE OF ART

III.1. The achievements

Egypt has made a tangible progress in relation to gender equity and equality namely with respect to Human Rights and Legal Rights, at the organizational level and the programme level that shall be discussed thoroughly in this section.

Human Rights and Legal Rights

Gender equity and equality has been achieved with respect to human rights as Egypt has ratified the CEDAW, ICCPR and ICECR and translated its commitments to national laws that address gender equity and equality issues. Moreover, Egypt made significant achievements in promoting gender equality and the empowerment of women since the adoption of the Beijing Declaration and Platform for action, namely with respect to economic participation, education, health and the right to work. In this regard, continuous efforts are made by the General Authority for literacy and Adult Education through the inclusion of additional training and development programmes for teaching rural women new skills that would economically enable them as a plan to encourage them to attend literacy classes. Further development and expansion of literacy programs are constantly being introduced, allowing more females in rural areas who had missed on the opportunity of education, to engage in such classes.

The foundation of the National council for women in Egypt in the year 2000 as it is the first specific administrative body attached to the presidential institution regarding women rights, practice in many fields, complains and achievements, and this council is organized by a specific law issued in 2018.

To the same end, the constitution of 2014 was amended to allocate quarter of the seats in local councils of women which contribute to raise the representation of women to nearly 13,000 women, a review of laws concerning the electoral propaganda rules and the violations and breaches committed and the extent by which they have an impact on women's participation in the electoral process as voters or candidates is currently underway.

Egyptian women held the highest political and public positions in the country during the past periods, handling positions such as the portfolios of Manpower, Health, Social Solidarity, Planning and International Cooperation, Ministry of Information as well as that of the Environment, while the current Ministerial formation included 4 women in 2014, as well as the position of Assistant to the Minister (Assistant Secretary of State) in key Ministries such as the Ministry of Finance and the Ministry of Foreign Affairs.

The newly issued Investment law and Industrial Development Law in 2017 facilitate the procedures of establishing new projects in new industrial areas.

The issuance of new laws that facilitates establishing new start-ups namely, issuing of Investment Law No. 72 of 2017 and Bankruptcy Law No. 11 of 2018.

Organizational Level:

Gender is partially mainstreamed at the organizational level, namely in relation to program planning, programme implementation, existence of technical expertise in gender, monitoring and evaluation of gender impacts of programs, the choice of partners organizations, the development of gender policy, institutionalization of gender training, gender mainstreaming of the organization advocacy and communication strategy, and in the existence of a set of procedures to regulate gender sensitive behaviours.

Programme Level:

The State has signed many trade agreements that facilitates exporting the Egyptian commodities to regional and international markets including the QIZ, the GAFTA, the Egyptian European Partnership Agreement, COMESA, Agadir and the Tri-Partite Agreement.

In addition, a new national strategy for export promotion was developed in 2017 that aims to double the Egyptian exports in five years. Similarly, the Sustainable Development Strategy: Egypt's Vision 2030 was developed as well as the Women's empowerment strategy 2030.

Similarly, the NCW starts to implement its 2015-2018 plan for the empowerment of Egyptian women and several civil society organizations are implementing projects for the economic empowerment of women, where gender is mainstreamed in programs.

Similarly, the Ministry of Social Solidarity starts to implement a national employment program for vulnerable households that facilitate access to credit for start-ups or provide direct employment opportunities entitled "FORSA" where gender is partially mainstreamed.

III.2. The remaining gaps despite the achievements

Despite the major achievements claiming were implemented last few years in Egypt, nevertheless the figures and facts reveal the existence of a wide gap in terms of gender equity and equality in relation to human rights, legal rights, Programme level and at the organizational level that are highlighted in the following:

Human Rights

Misconceptions and stereotypes discriminating against women are still dominant in the visions and practices of society and its institutions especially in the educational systems, which contradicts women's right to education.

Legal Rights

Some legislations included the phrase of direct control of certain persons that may be considered as **discrimination** to the power reserved for some members in the family over females. For example, **Article 1 (Income Tax Law No. 91 of 2005)**: For the application of this law the following words and phrases is defined as the meaning attached to each of them as follows: Joined person: each person related to the tax payer by a relation affecting the tax domain including: wife, husband, ascendants fathers, descendant's children.

The wording of the article may present an influence of a certain relation as the relation between father and children or between wife and husband on the tax domain or obliged payments of this tax for the activity practice by the tax payer which produce a certain and unreasonable relation according to the female position and relations in the family and her commercial activity or the taxes paid by her.

Organizational Level

Lack of training and financial resources to mainstream gender at the organizational level is noted.

Programme Level

There is no harmonization between the strategies that tackle women empowerment and trade strategies.

Moreover, there exist a wide gap in terms of gender equity and equality in relation to the **economic participation of women** namely with respect to business and trade. Such gaps are illustrated in the following:

- Trade and economic laws, even the newly passed Investment Law and Bankruptcy Law are gender blind.
- Women are not empowered in business with a very low representation in private companies' boards, and boards of specialized trade and commerce organizations.
- Women face difficulties in accessing micro and small loans. In additions women face discrimination at the work place namely with regards to wages and training.
- Moreover, although most of the Bi-lateral and Multi-lateral agreement are gender blind, the problem lies in the discrimination in availing data and information as well as support to large exporters that are mostly dominated by men.
- Similarly, there is no harmonization between strategies and the economic empowerment of women, i.e. where the exports promotion strategy is gender blind. and do not reflect clear principles for empowering women economically and in relation to business and trade.
- Finally, programs implemented by civil society organizations or the government namely, FORSA project focuses on targeting vulnerable household with the concept

of income generating activities, and not economic empowerment with no reference at all to business and trade opportunities.

- There is **discrimination** against women in terms of the implementation of the bilateral and multilateral trade agreements as revealed by business women in the conducted Focus Group Discussion and Key in-depth interviews (KII), as most of services and facilities that are offered by various government bodies target bigger business men and there are no specific facilities, incentives, or training offered for women. Moreover, all **advocacy and awareness** efforts implemented by Ministry of Trade and Industry and the Federation of Egyptian Industries mostly target bigger companies that are mostly dominated by men.
- Women face problems in accessing financial resources.
- Absence of tailored program for women entrepreneurs that would focus on risk averse, communication and non-financial skills.
- Absence of good quality day care centres with reasonable cost to enable working mothers to get engaged in the private sector or establish her own business.
- Absence of comprehensive programs at the governorates level that would tackle the illiteracy of rural women and work on enhancing their technical skills and enable them to start up their own business.

III.3 Overall Conclusions

We can conclude from the achievements and remaining gaps that prevent or slow down directly or indirectly gender gaps and the elimination of discrimination against women in general and specifically in participation and economic empowerment that the main obstacles are:

- Presence of social norms and stereotypes that positions men dominating the economic and business fields;
- Absence of good quality secondary and university education for girls;
- Lack of technical and non-financial training that are tailored for women;
- Access to financial resources;
- Insufficient of gender training for staff at the organizational level;
- Consistency and harmonization between women strategies from one side and trade and business strategies;
- Lack of financial resources to mainstream gender at the organizational level;
- Awareness of available business and trade opportunities;
- Social norms that position women as the main caregivers for children; and
- The great load of unpaid work for working mothers namely in relation to child care.

Nevertheless, there exist successful examples that managed to address one or more of the above obstacles and provide successful examples towards the elimination of gender gaps and discrimination against women in participation and economic empowerment.

The **Egypt Network for Integrated Development**⁹² (ENID) was established in April 2012 to develop viable and sustainable employment opportunities in Upper Egypt with a set of four programs: Medium Small and Micro Enterprises (MSMEs) and Entrepreneurship; Agricultural and Off-Farm Development; Upgrading Basic Services; and Knowledge and Dissemination Hub. ENID works mainly in Egypt's second poorest governorate, namely Qena where the poverty rate reaches 58%, with a goal of replicating the approach across rural communities to address rural-urban disparities in poverty and economic opportunity. ENID approach is to provide literacy classes first to women beneficiaries, then to proceed with entrepreneurship activities and skills formation for the women beneficiaries. The project also provides of preschool classes for the children of these women. ENID's interventions ensure that current markets are not crowded out as it promotes products that are entirely new and that utilize innovative tools and production techniques. This process is designed to be inclusive, such that local beneficiaries and NGOs can sustain the activities after ENID's project mandate ends.

Nilepreneurs initiative started in 2017⁹³. This initiative is founded and funded by the Central Bank of Egypt and the Nile University with the objective of enhancing the ecosystem for entrepreneurs in Egypt through its different programs, developing, qualifying and increasing the capabilities of young entrepreneurs in small and medium enterprises, by benefiting from the points of excellence at Nile University in scientific and research expertise. The initiative works on establishing business hubs for eleven commercial banks that target all regions of Egypt that provides non-financial and financial services to small and medium young entrepreneurs. The initiative is currently hiring a gender coordinator to ensure that gender is mainstreamed in its programs and services.

The Faculty of Economics and Political Science Business Incubator⁹⁴ provides a business incubation cycle of six-month program of technical and financial support granted to entrepreneurs at early stages of their startups. The target audience age ranges from 18-35 years, and the startup founder must be a student/graduate from

⁹² Egypt's Network for Integrated Development, available at: <http://www.enid.org.eg/> (accessed on 5 August 2018).

⁹³ For more details about Nilepreneurs please see [HTTP://NU.EDU.EG/NEWS/NILEPRENEURS-A-NEW-INITIATIVE-BY-THE-CENTRAL-BANK-TO-SUPPORT-SMALL-AND-MEDIUM-ENTERPRISES/](http://nu.edu.eg/news/nilepreneurs-a-new-initiative-by-the-central-bank-to-support-small-and-medium-enterprises/)(accessed on 6 August 2018).

⁹⁴ Faculty of Economics and Political Science Business Incubator, available at: <https://egyptinnovate.com/en/events/feps-business-incubator-first-cycle> (accessed on 6 August 2018).

Cairo University. The founder must present the idea and prototype in a short video demonstrating the idea. Participants will get intensive training, workshops and project validation process, five months' mentorship. Mentors are experienced in the project area of the startup, an opportunity to match the startup with investors and partners, and a 50 K seed fund grant from the EG Bank for the teams that pass through the filtering processes successfully. Without a share in the startup's profits. After the first round of the operation of the incubator, the management realized that women face different difficulties in starting up their projects as they are more risk averse. Thus, it was decided to design a special business incubation cycle for women for nine months instead of six months in order to provide women with needed technical expertise in the form of Awareness Sessions, Incubation Services, and a Business Clinic.

III.4. Recommendations by area / thematic

- To eliminate gender gaps and discrimination in general there is several legal reforms that needs to be undertaken, namely:
- Liberalization of the legislations of commercial activities that address women from any influence by personal affairs rules specifically any direct influence and / or control or permissions.
- Harmonize the amended constitution of 2014 and other national laws such as the labour law, the family law, and the Penal Code from one side, and the Egyptian International Obligations from another side.
- Reviewing legislations and laws for trade and economics and amending them through adding gender words like men and women, males and females.

To eliminate gender gaps and discrimination against women with respect to participation and economic empowerment, there is a need to change the following:

Changing social norms and stereotypes that positions men to dominate the economic and business fields, and women as the main caregivers for children, through:

- Implementing, awareness companies through specialized media channels by the NCW and Business Women Associations.
- Encourage the government and the private sector to enhance the quality of the service provided of public day care centres and works on establishing semi-private day care centres with reasonable cost that operates for longer working hours in order to accommodate the needs of entrepreneurs and businesswomen as they need to spend long hours at work.

Quality and access of girls' education through implementing the following:

- Provide strict procedures to reduce the girls dropping out of schools and reduce illiteracy.

Enhance the technical and non-financial skills of women through implementing the following

- Disseminate of training programs for girls and women to strengthen their skills with the objective of integrating them within the labour market and in the development process.
- Replication of the NCW Business Centre Programs, ENID, Nilepreneurs and FEPS Business Incubator programs nationwide.

Facilitate access to financial resources through:

- Simplification of the small and medium loans procedures for women provided by commercial banks through Nilepreneurs and Business Incubators that needs to expand their network nation-wide.

Provide gender training for staff at the organizational level that can be implemented through

- Strengthen the monitoring and evaluation system at the National Council of Women that can undertake the assessment bi-annually and track the progress of equity/gender equality in programming and equality/ gender equity at the organizational level.
- Operationalization of equal opportunities units in all ministries and administrative bodies to facilitate the procedures of foundations of companies and projects for women.
- Provide training for all staff levels and senior management at organizations/ institutions all over Egypt should be put a high priority in the agenda of the NCW and Business Women Associations.
- Efforts should be exerted by the NCW towards integrating gender policy in the HR rules in both the private and public sector companies.
- The Central Agency for Public Mobilization and Statistics and Business Women Associations to monitor general indicators for measuring gender equality and equity in professional trade and business bodies. For example, number of females that own private companies in various sectors. Number of women that participate in the board members of exports councils and Chambers of Commerce.

Awareness of available business and trade opportunities that can be implemented through:

- Foundation of a wide database for commercial legislations and laws, needs and requirements for women commercial projects that provides information about funds in the commercial fields and workers opportunities.

- Implement awareness campaigns for commercial and trade rights and procedures for women entrepreneurs and businesswomen to get over the risk averse of women and encourage them to establish a new business or to expand their business.
- Avail all information related to exports opportunities that result from the bi-lateral and multilateral trade agreements to women entrepreneurs and businesswomen.
- Business Women Associations to monitor general indicators for measuring gender equality and equity in the field women's economic participation in term of market access at the regional and international level, through developing databases for exports companies owned by women that exports to the region and to international markets.

Consistency and harmonization between women strategies and plans from one side and trade and business strategies and plans from the other side through:

- Include specific reference to gender and gender mainstreaming for all strategies, plans and programmes starting with Egypt's Sustainable Development Strategy: Egypt's Vision 2030 that are currently being revised by the Ministry of Planning, Monitoring and Administrative Reform in collaboration with all concerned stakeholders. The Strategy tackles the issue of business and trade as women participate in all economic sectors as entrepreneurs and as businesswomen. This can be done through ensuring the representation of women business associations and the NCW in the stakeholders' consultations during the revision the Sustainable Development Strategy, business and trade strategies, plans and programmes.

CONCLUSION

Although Egypt has taken concrete steps towards narrowing gender gaps in several areas namely socially, economically, and politically, nevertheless economic participation of women in Egypt faces up diverse and multiple obstacles and barriers. Women are involved in trade, but it is petty trading used to support their reproductive role and improve their contribution to the economic resources of their family. Even, if they are not gender sensitive, there is no intended discrimination in the Trade Agreements, but it is not the case as regard to the way their provisions are implemented on the ground.

It is fair to claim that historically gender hasn't been studied alongside trade, because it was thought of as being "gender neutral". It aims to bring to light gender issues in Trade because this complex component (i.e. gender) and its impacts have often been left out in the analysis when it relates to the effects of structural adjustment and Trade Liberalization on Women. To the same end, accurate information related to the status and place of women in economy and business is limited, even if a number of constraints and challenges facing women enjoyment of their economic rights are well identified to

only quote: women's limited access to credit, trade related information as well as weak capacity in terms of knowledge and skills with absence of participation to decision making with limited liberties in both public and private life⁹⁵.

In this regard, the regional project in collaboration between CAWTAR and SIDA entitled "*Empowering Women towards Gender Equality in the MENA Region through Gender Mainstreaming in Economic Policies and Trade Agreements*" intends to produce data and information to present evidence that show a correlation between Gender and Trade to be used in advocacy, policy dialogue and planning for change towards gender equality.

The initial hypothesis of the study is that gender is partially mainstreamed in economic policies and trade. To test the hypothesis of the study, it was important to answer an important question: **Why women are not able to enter commercial markets and are able do business in Egypt?**

Thus, a **Gender Assessment, Audit and Analysis (GAAA)** of the situation of women in the Egyptian economy and trade is conducted from gender and human rights perspectives to establish a baseline of the status of women in Egypt namely in relation to legal rights, human rights and economic rights, whether there exist a discrimination in the implementation of laws and assess the status of gender mainstreaming at the organizational level and the programme level.

The analysis is conducted through information gathering to set up a mapping of the main actors and stakeholders, governmental institutions and non-governmental organizations and any other intervening parties from public and private sectors and related mechanisms. This is followed by data collection and analysis of disaggregated data by sex, age, regional and other predetermined key factors, for creating a baseline to be used for the situation analysis and later on as evidences for policy dialogue and advocacy as well as indicators for planning and results-based management. Comprehensive literature review and analysis are conducted for policies, programmes and legislations at the national, regional and international levels. Field assessment and analysis of findings were conducted in relation to the Situation analysis. Finally, the assessment provides evidence-based conclusions and effective recommendations.

Moreover, the GAAA assessment depended on both qualitative and quantitative tools. For the qualitative tools, content analysis tools are used to analyse gender, human rights, and trade related content of legislations, trade agreements, strategies, plans and programmes. For the quantitative tools, CAWATR team developed a questionnaire that was distributed electronically to main targeted stakeholders with the objective of

⁹⁵ Idem.

examining gender roles, responsibilities, status and inequalities at the organizational, programmes and advocacy levels. The Country team has also conducted 13 key In-depth interviews with key stakeholders to validate the results of the content analysis tools and the quantitative tools to determine gender gaps, main obstacles facing gender equality, equity and empowerment of women.

It is worth noting that although the sample of the rapid assessment is not representative, nevertheless it comprises a diversified number of stakeholders that represent most stakeholders to a great extent. It was also difficult to arrange for Focus Group Discussions with the government and businesswomen as it was not possible to get the support of the National Council of Women to conduct the Focus Group Discussions in their premises.

The study accepted the initial hypothesis that gender is partially mainstreamed in economic policy and trade. It recommends undertaking a number of legal reforms in national legislations, conduct awareness campaigns to change the social norms regarding males dominating the business and economic fields, and that women are the main caregivers for children. In addition, ensure quality and access of girls' education, enhance the technical and non-financial skills of women, facilitate access to financial resources, provide gender training for staff at the organizational level, awareness of available business and trade opportunities, and ensure consistency and harmonization between women strategies and plans from one side and trade and business strategies and plans from the other side.

To improve future research that tackles GAAA it is recommended to have a representative sample from mapped stakeholders where the age group, sex and position is predetermined from the beginning. It is also recommended that the NCW would be fully on board from the beginning of the study i.e. the study is conducted under the auspices of the NCW or jointly with them.

To bridge the identified gender gap in business and trade it is recommended to undertake the following interventions over the short and medium term:

1. Implement advocacy and awareness campaigns in collaboration with NCW and Business Women associations that tackles all segments of the Egyptian society to change the society misconceptions about women in business, girl's education and care responsibility.
2. Implement tailored technical and non-financial training programs in collaboration with professional bodies, Nilepreneurs, and business Incubators that would help in providing necessary technical and non -financial skills for women for start-ups.

3. Collaborate with the NCW and the professional business and trade bodies to provide gender training to all staff and managerial levels to ensure that gender is mainstreamed at the organizational level.
4. Collaborate with professional bodies avail all information related to exports opportunities that result from the bi-lateral and multilateral trade agreements to women entrepreneurs and businesswomen.

Gender & Trade Platform of Priority Recommendations

GENDER EQUALITY, HUMAN RIGHTS & DEVELOPMENT		
Recommendations	Terms	Involved Actors/Institutions
1. Establish a monitoring and evaluation system at the National Council of Women that can undertake the assessment bi-annually and track the progress of equity/gender equality in programming and equality/ gender equity at the organizational level.	SHORT TERM	National Council of Women
2. Provide gender training for all staff levels and senior management for all public and private sector organizations/ institutions all over Egypt.		National Council of Women- Business Women Associations
3. Implement strict procedures to reduce the girls dropping out of schools and reduce illiteracy.	MEDIUM TERM	National Council of Women- Ministry of Education
4. Enhance the quality of the service provided by public day care centres and work on establishing semi-private day care centres with reasonable cost that operates for longer working hours in order to accommodate the needs of entrepreneurs and businesswomen as they need to spend long hours at work.		National Council of Women- Ministry of Social Solidarity- Business Women Associations
5. Dedicate a new section in any new trade agreement, or any amendment for existing trade agreements for women and business.	LONG TERM	Ministry of Trade and Industry/ Trade Agreements Sector
6. Integrate gender policies in the HR rules in both the private and public sector companies.		National Council of Women- Ministry of Manpower and Migration-Business Women Associations
GENRE & TRADE		
1. Avail all information related to exports opportunities that result from the bi-lateral and multilateral trade agreements to women entrepreneurs and	SHORT TERM	Ministry of Trade and Industry- Business Women Associations

businesswomen.		
2. Implement awareness campaigns for commercial and trade rights and procedures for women entrepreneurs and businesswomen to get over the risk averse of women and encourage them to establish a new business or to expand their business.		Ministry of Trade and Industry- National Council of Women
3. Foundation of a wide database of commercial legislations and laws, needs and requirements for women that are needed to establish or expand commercial projects	MEDIUM TERM	Ministry of Trade and Industry- National Council of Women
4. Facilitate access to financial resources for women, through the replication of successful projects such as ENID and FEPS Business Incubator.		ENID- FEPS Business Incubator- Ministry of Trade and Industry- Central Bank of Egypt- International Donors
5. Include specific reference to gender and gender mainstreaming in all strategies, plans and programmes that tackles the issue of business and trade as women participate in all economic sectors as entrepreneurs and as businesswomen.	LONG TERM	National Council of Women- Ministry of Trade and Industry
6. Amend trade and business legislations and laws through adding gender sensitive words like men and women, males and females.		National Council of Women- Ministry of Justice- Egyptian Parliament

ANNEXES

Annex 1

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III. List of Reviewed International Conventions and Laws

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2. The Egyptian Constitution of 2014
3. Labour Law No. 21 of 2003
4. Customs Law No. 66 of 1963 and its amendment No. 59 for the year 2005
5. Commercial Registry Law No. 34 of 1976
6. Companies' Law No. 159 of 1981
7. Trade Law No. 17 of 1999
8. Exports Promotion Law No. 155 of 2002
9. The Central Bank Law No. 88 of 2003
10. Small Enterprises Development Law No. 141 of 2004
11. Income Taxes Law No. 95 of 2005
12. Law of Deregulation of Markets and Financial non-Banking Tools No. 10 of 2009
13. Investment Law No. 72 of 2017
14. Industrial Development Law No. 95 of 2018
15. Commercial Chambers Law No. 189 of 1951 and its amendment No. 6 for the year 2002
16. Local Development Law No. 43 of 1979
17. The Competition and Anti-Monopoly law No.3 of 2005
18. The Bankruptcy law No. 11 of 2018
19. The UN International convention on Economic, Social and Cultural Rights
20. The UN-CEDAW Convention

Annex 2

Mapping of Stakeholders and Analysed Documents

Institutions/organisations	Documents	Mandate/responsibilities	Observation
Governmental Institutions & State Entities			
The National Council for Women	Women Empowerment Strategy National Council for Women Plan 2015-18	Responsible for all regulatory Issues and advocacy programs for women in Egypt	Participated to the Pilot Rapid Assessment/PRA (questionnaire)
Ministry of Trade and Industry 1-Export Promotion Authority 2- Trade Agreements and International Trade Sector	Export Promotion Strategy Agadir Agreement European Partnership Agreement QIZ Agreement COMESA Agreement Tri-partite Agreement WTO Agreement Bilateral Trade Agreement between Egypt and Lebanon Bilateral Trade Agreement between Egypt and Jordan Great Arab Free Trade Agreement (GAFTA)	encouraging exports to international markets negotiating trade agreements and follow up their implementation	Participated to the Pilot Rapid Assessment/PRA (questionnaire)
Ministry of Planning, Monitoring and Administrative Reform	Sustainable development strategy 2030	Drafted Sustainable development strategy for Egypt that is in line with SDGs 2030	Participated to the Pilot Rapid Assessment/PRA (questionnaire)

Ministry of Social Solidarity- FORSA Project	FORSA Project document	Are implementing economic empowerment programs that tackle vulnerable households with special focus on youth and women	Participated to the Pilot Rapid Assessment/PRA (questionnaire)
Central Agency for Public Mobilization and Statistics	Data utilization when available and pertinent with the topic	Issue bi-annual comprehensive publication on gender statistics in Egypt	
Parliament Economic and Human Rights Committee			Participated to the Pilot Rapid Assessment/PRA (questionnaire)
Banking, Microcredit & Supporting Agencies			
Central Bank of Egypt- Nilepreneurs Initiative		Are implementing business hubs all over Egypt that provide Financial and non-financial services to SMEs special focus on youth and women Moreover the financial inclusion strategy provides guidelines for the fiscal and financial policies that encourages SMEs'	Participated to the Pilot Rapid Assessment/PRA (questionnaire)
Faculty of Economics and Political Science Business Incubator حاضنة أعمال كلية		business incubator for startups, and currently designing a program for women startups	
Federation of Egyptian Industries- Women in Business Unit-		Advisory body for the Egyptian Industry that has women in business unit that encourages the representation of women in companies' boards.	Participated to the Pilot Rapid Assessment/PRA (questionnaire)
Chambers of Commerce & Professional Organisations/ Associations			
Food Processing Export Council		Responsible for promoting food	Participated to the Pilot Rapid

		processing exports. The team will take the food processing industry as a case study	Assessment/PRA (questionnaire)
Business Women 21		Provide non-Financial training to members and promotes the participation in Company's' boards	Participated to the Pilot Rapid Assessment/PRA (questionnaire)
Women and Child Development Association		Implement lending programs that tackle women in a number of governorates	Participated to the Pilot Rapid Assessment/PRA (questionnaire)
Misr el kheir Foundation		Implement projects that involve the establishment of a shareholder company for a group of women in a number of governorates	Participated to the Pilot Rapid Assessment/PRA (questionnaire)
Women NGO's			
Center for Women Issues		Among active organizations in the society that works on the empowerment of women socially, economically and politically through conducting field research and implementing programs	Participated to the Pilot Rapid Assessment/PRA (questionnaire)
Union for Egypt's Women		The Union is committed to implement economic and social empowerment projects for women in collaboration with grass roots NGOs' at the governorates level.	Participated to the Pilot Rapid Assessment/PRA (questionnaire)
International Agencies, Organisations & Programs involved in relation with Gender & Trade			
UN Women- Cairo		Implementing economic empowerment projects that	Participated to the Pilot Rapid Assessment/PRA

		tackles women in a number of governorates	(questionnaire)
UNIDO- Creative Mediterranean Egypt Project		Implements export promotion activities for Egyptian Exports	Participated to the Pilot Rapid Assessment/PRA (questionnaire)
Plan International in Egypt	Project document for economic empowerment strategy	Implements economic empowerment projects that tackle women in a number of governorates	Participated to the Pilot Rapid Assessment/PRA (questionnaire)

Annex 3

List of Key In-depth Interviews

Institutions
Business Women 21
Association- Saficom Pickles factory
Exports Development Agency
Food Processing Exports Council
UN Women
Plan International
Misr El Kheir
Union for Egypt's Women
Faculty of Economics and Political Science Business Incubator
Federation of Egyptian Industries
Center for Women Cases
Nile Company
El Yashmak Company
Nahla Soliman Designs